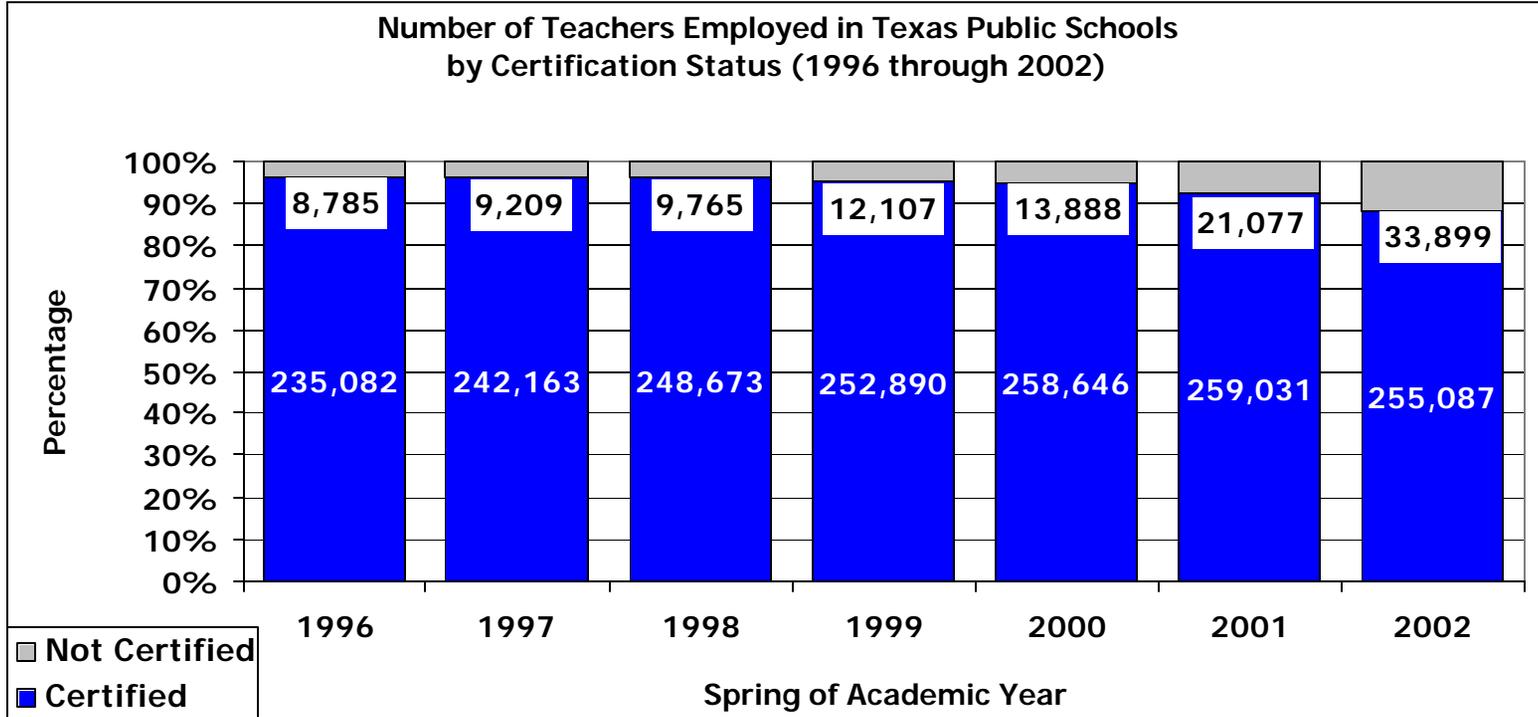


Certification Status	1995	1996	1997	1998	1999	2000	2001	2002	CHANGE	
									#	%
Total	Base Year	25,642	28,472	29,374	32,244	33,576	36,184	37,739	10,542	41.1%
Not Certified	Base Year	3,605	4,057	4,594	6,577	7,409	12,343	19,932	16,327	452.9%
Certified	Base Year	22,037	24,415	24,780	25,667	26,167	23,841	17,807	1,804	8.2%
Total	Base Year	100%	100%	100%	100%	100%	100%	100%	NA	NA
Not Certified	Base Year	14.1%	14.2%	15.6%	20.4%	22.1%	34.1%	52.8%	8.3	NA
Certified	Base Year	85.9%	85.8%	84.4%	79.6%	77.9%	65.9%	47.2%	-8.3	NA

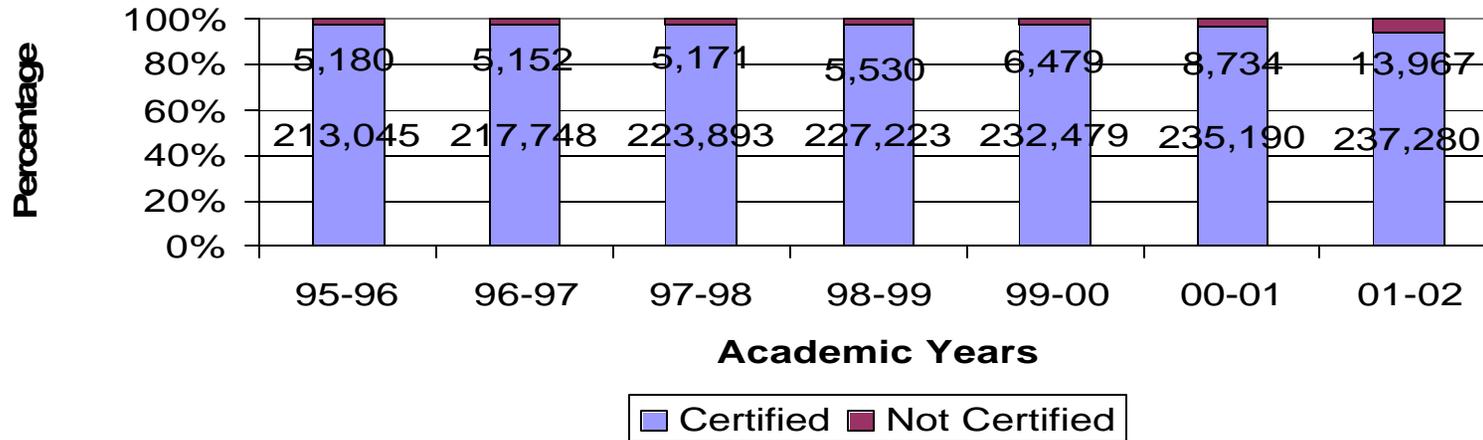
Certified teachers are those holding a standard certificate before Dec.31 of the fall of the academic year.



Certification Status	1995	1996	1997	1998	1999	2000	2001	2002	CHANGE	
									#	%
Total	Base Year	243,867	251,372	258,438	264,997	272,534	280,108	288,986	45,119	18.5%
Not Certified	Base Year	8,785	9,209	9,765	12,107	13,888	21,077	33,899	25,114	285.9%
Certified	Base Year	235,082	242,163	248,673	252,890	258,646	259,031	255,087	20,005	8.5%
Total	Base Year	100%	100%	100%	100%	100%	100%	100%	NA	NA
Not Certified	Base Year	3.6%	3.7%	3.8%	4.6%	5.1%	7.5%	11.7%	8.1	NA
Certified	Base Year	96.4%	96.3%	96.2%	95.4%	94.9%	92.5%	88.3%	-8.1	NA

Certified teachers are those holding a standard certificate before Dec.31 of the fall of the academic year.

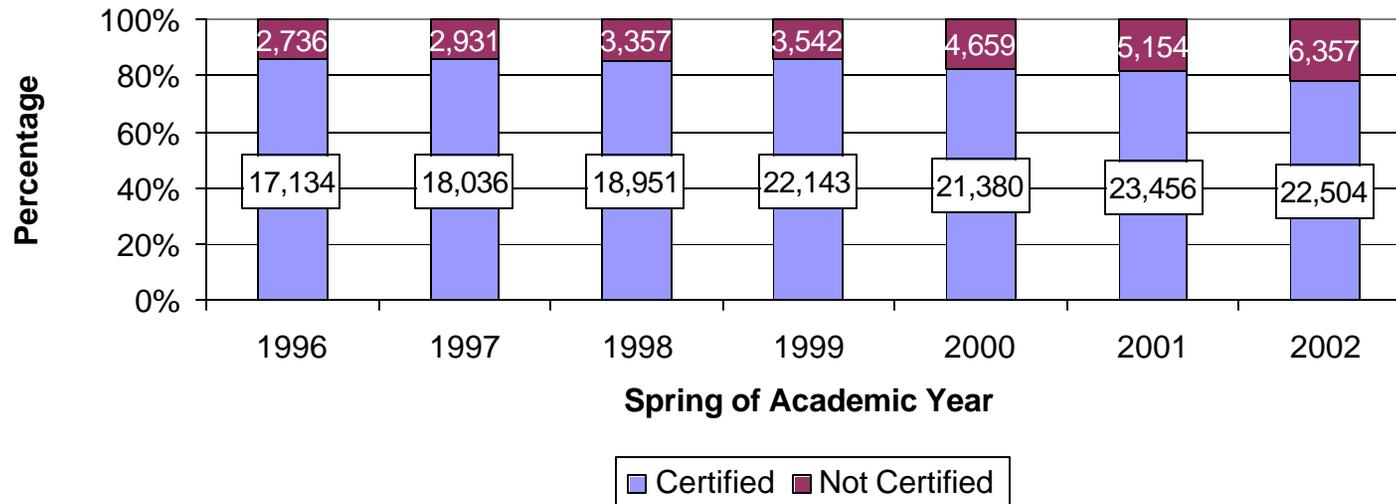
Number of Texas Public School Teachers Employed for Consecutive Years by Certification Status



Certification Status	1994-1995	1995-1996	1996-1997	1997-1998	1998-1999	1999-2000	2000-2001	2001-2002	CHANGE	
									#	%
Total	Base Year	218,225	222,900	229,064	232,753	238,958	243,924	251,247	33,022	15.1%
Not Certified	Base Year	5,180	5,152	5,171	5,530	6,479	8,734	13,967	8,787	169.6%
Certified	Base Year	213,045	217,748	223,893	227,223	232,479	235,190	237,280	24,235	11.4%
Total	Base Year	100%	100%	100%	100%	100%	100%	100%	NA	NA
Not Certified	Base Year	2.4%	2.3%	2.3%	2.4%	2.7%	3.6%	5.6%	3.2	NA
Certified	Base Year	97.6%	97.7%	97.7%	97.6%	97.3%	96.4%	94.4%	-3.2	NA

Certified teachers are those holding a standard certificate before Dec.31 of the fall of the academic year.

Number of Teachers Leaving the Profession by Certification Status (1996 through 2002)



Certification Status	1995	1996	1997	1998	1999	2000	2001	2002	CHANGE	
									#	%
Total	Base Year	19,870	20,967	22,308	25,685	26,039	28,610	28,861	8,740	44.0%
Not Certified	Base Year	2,736	2,931	3,357	3,542	4,569	5,154	6,357	3,621	132.3%
Certified	Base Year	17,134	18,036	18,951	22,143	21,380	23,456	22,504	5,370	31.3%
Total	Base Year	100%	100%	100%	100%	100%	100%	100%	NA	NA
Not Certified	Base Year	13.8%	14.0%	15.0%	13.8%	17.9%	18.0%	22.0%	8.2	NA
Certified	Base Year	86.2%	86.0%	85.0%	86.2%	82.1%	82.0%	78.0%	-8.2	NA

Certified teachers are those holding a standard certificate before Dec.31 of the fall of the academic year.

**Sources of Supply for Newly Hired Public School Teachers in Texas
2001 Academic Year**

SOURCE of SUPPLY	Number	Percent		Traditional	7,640
Returning	9,133	25.2%		Alternative	141
Standard Certification (STD)	8,300	22.9%		Post-Bacc	487
Out-of-State (OYC)	3,840	10.6%		Experience	32
OYC & STD	78	0.2%			
Alternative (ACP)	1,408	3.9%		All ACP	3,969
ACP & STD	2,420	6.7%			11.0%
Permit (PMT)	5,681	15.7%			
PMT & STD	1,254	3.5%			
District Permit (DLP)	255	0.7%			
Permanent Substitute	1,508	4.2%			
Educational Aide	43	0.1%		Alternative	243
Credential After School Started	441	1.2%		Out of State	22
Charter School	633	1.7%		Permit	153
No Credential	1,190	3.3%		Educ Aide	23
TOTAL	36,184				

Returning: Teacher was employed in some capacity as a teacher in a Texas public school in an academic year previous to AY2000, was not employed in AY 2000, and then employed in AY 2001.

Standard Certificate (STD): Teacher held a Standard certificate valid for AY 2001.

Alternative (ACP): Teacher was enrolled in a state approved Alternative Certification Program and held an ACP certificate.

ACP & STD: Teacher was enrolled in an ACP and obtained their standard certificate during AY 2001.

Out-of-State (OYC): Teacher held an OYC for those entering from outside of Texas.

Permit (PMT): Teacher held some type of emergency permit other than the district permit.

PMT & STD: Teacher held an emergency permit valid for AY 2001 and obtained their standard certificate in AY 2001.

District Permit (DLP): Teacher held a district permit that is valid for life within that particular district. TEA Commissioner approves application from district.

Permanent Substitute: Teacher was employed as a permanent substitute during AY 2001. They may or may not have held a permit or certificate. There are no state requirement regarding the credentials of permanent substitutes.

Educational Aide: Teacher held a para-professional certificate in AY 2001.

Credential After School Started: Teacher did not have any type of credential at the beginning of the academic year but did obtain a credential either in AY 2001 or AY 2002.

Charter School: Teacher was employed by a charter school. Teacher is not required to have a credential.

No Credential: There is no record of any credential for the teacher in any academic year and the teacher is not assigned as a permanent substitute.

**Number and Percentages of Texas Teachers Employed
2000-2001 Academic Year by Credential Status**

Col.1	Col.2	Col.3	Col.4	Col.5	Col.6
			Traditional	190,085	67.9%
			Out-of-State	26,004	9.3%
			Alternative	17,769	6.3%
			Post-Baccalaureate	11,485	4.1%
			Experience	1,269	0.5%
			Alternative & Post-Baccalaureate	489	0.2%
STANDARD	248,676	88.8%	Alternative & Traditional	482	0.2%
			Post-Baccalaureate & Traditional	450	0.2%
			Experience & Traditional	442	0.2%
			Unknown	122	0.0%
			Out-of-State: Experience	33	0.0%
			Post-Baccalaureate & Experience	33	0.0%
			Alternative & Experience	13	0.0%
ALTERNATIVE		0.9%			
POST-BACC		0.3%			
			Out-of-State	4,403	1.6%
OUT-OF-STATE	4,414	1.6%	Out-of-State: Experience	11	0.0%
			Emergency: Not Certified	7,941	2.8%
			Emergency: Certified	2,201	0.8%
PERMIT	12,734	4.5%	Non-Renewable	1,833	0.7%
			District Permit	721	0.3%
			Other Permit	38	0.0%
CHARTER SCHOOL	1,500	0.5%			
PARA-PROFESSIONAL	96	0.0%			
SUBSTITUTE	1,644	0.6%			
EXPIRED PERMIT	695	0.2%			
			Standard	2,253	0.80.8%
			Alternative	480	0.2%
POST-2001	3,274	1.2%	Out-of-State	31	0.0%
			Permit	441	0.2%
			Para-Professional	69	0.0%
NO CREDENTIAL	3,647	1.3%			
TOTAL	280,108	100%			

Col 6 is the percentage of ALL teachers, not the percentage of teachers from that particular type of credential.

These numbers should be considered estimates rather than exact percentages.

A small percentage of the data have been mis-coded and SBEC is rectifying these records to more accurately reflect a person's credential.

Charter school teachers include only those charter school teachers without a credential.

Number and Percentage of Initially Certified Teachers by Certification Route (1989 through 2001)

Route	1989		1990		1991		1992		1993		1994		1995	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Traditional	13,520	96.2%	15,039	94.0%	17,577	94.6%	11,486	82.2%	9,523	72.0%	9,602	67.2%	9,446	63.7%
ACP	537	3.8%	935	5.8%	944	5.1%	1,176	8.4%	1,649	12.5%	2,186	15.3%	2,494	16.8%
Post-Bacc	na	na	na	na	4	0.0%	621	4.4%	1,933	14.6%	2,314	16.2%	2,719	18.3%
Experience	na	na	14	0.1%	39	0.2%	48	0.3%	114	0.9%	185	1.3%	176	1.2%
TOTAL*	14,061	100%	15,991	100%	18,572	100%	13,970	95%	13,221	100%	14,287	100%	14,835	100%

Route	1996		1997		1998		1999		2000		2001		Chg: 95 to 01	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Traditional	9,428	62.8%	8,960	63.1%	9,102	62.3%	10,178	64.4%	8,143	69.2%	9,118	63.4%	-328	-3.5%
ACP	2,610	17.4%	2,426	17.1%	2,663	18.2%	2,660	16.8%	2,505	21.3%	3,528	24.5%	1,034	41.5%
Post-Bacc	2,770	18.4%	2,615	18.4%	2,630	18.0%	2,618	16.6%	920	7.8%	1,471	10.2%	-1,248	-45.9%
Experience	210	1.4%	189	1.3%	223	1.5%	341	2.2%	195	1.7%	261	1.8%	85	48.3%
TOTAL*	15,018	100%	14,190	100%	14,618	100%	15,797	100%	11,763	100%	14,378	100%	-457	-3.1%

Traditional = Individuals complete a traditional undergraduate preparation program.

(ACP) Alternative = Individuals complete an alternative certification program. Individuals must hold a bachelor's degree before entering an ACP program. Alternative programs may include universities, region service centers, school districts, community colleges, or other approved entities

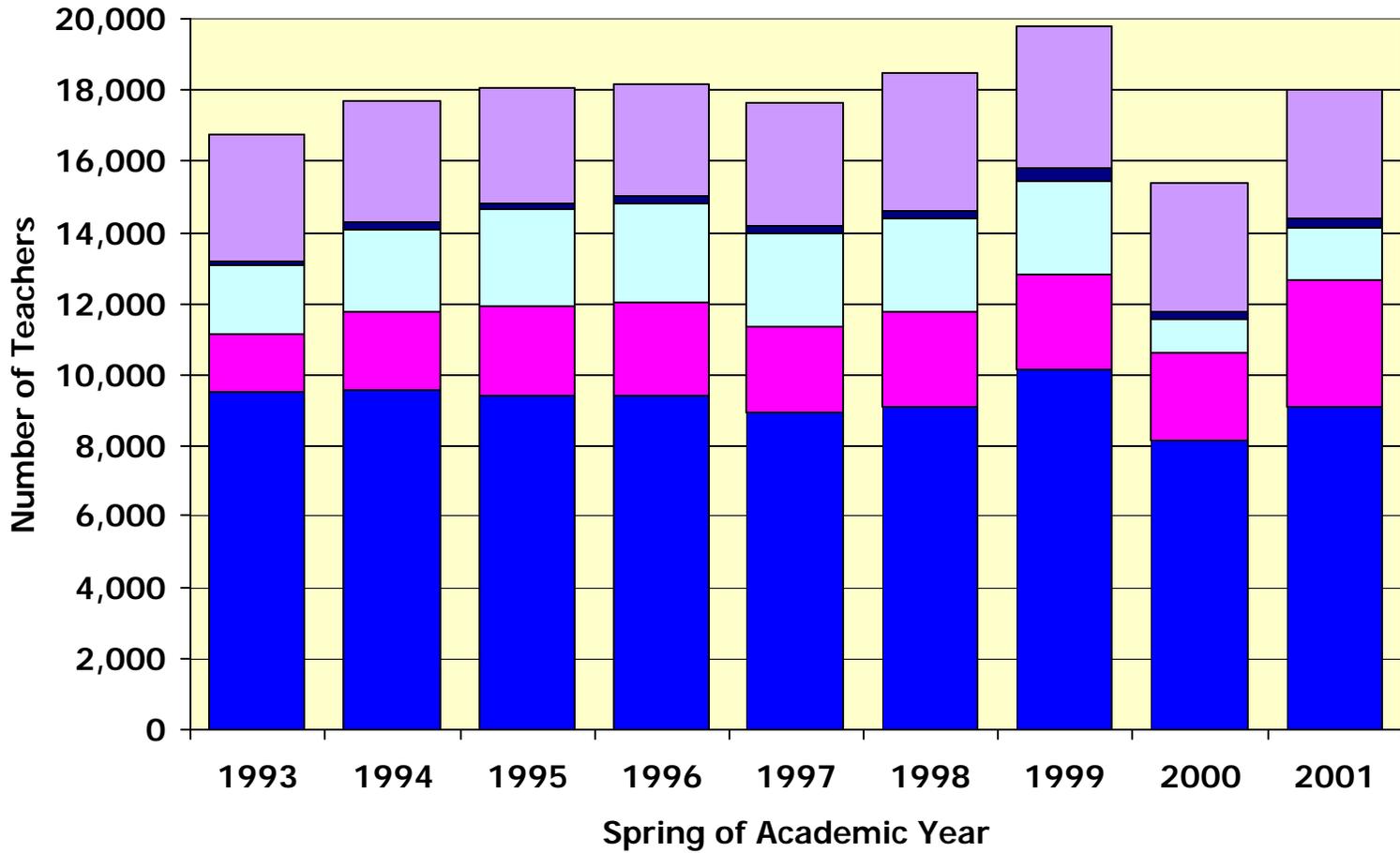
Post-Baccalaureate = Individuals complete a post-baccalaureate program at a university. Individuals must already possess an undergraduate degree.

Experience-Based = Individuals with life experience in a subject area enroll in an educator preparation program. The program approves the life experiences of the individual and assigns courses to be completed by the individual. After completing the courses and teaching on an emergency permit for two years, the person can obtain her or his standard certificate. This route is for vocational education teachers only.

The increase in the number of individuals obtaining initial certification in 1999 is due in large part to individuals wanting to obtain a lifetime certificate. In 2000, all certificates were five-year certificates rather than lifetime certificates

* Total exceeds the total number of teachers obtaining initial certification in other SBEC documents because some teachers were enrolled in more than one route. Thus, the total in this document is slightly greater (by no more than 50) than the actual number of teachers obtaining initial certification for each year. Totals also include teachers from unknown routes which are not displayed in the table.

**Number of Initially Certified Teachers in Texas
by Route to Certification (1993 to 2001)**



■ Traditional
 ■ ACP
 ■ Post-Bacc
 ■ Experience
 ■ Out-of-State

	1993	1994	1995	1996	1997	1998	1999	2000	2001
Traditional	9,523	9,602	9,446	9,428	8,960	9,102	10,178	8,143	9,118
ACP	1,649	2,186	2,494	2,610	2,426	2,663	2,660	2,505	3,528
Post-Bacc	1,933	2,314	2,719	2,770	2,615	2,630	2,618	920	1,471
Experience	114	185	176	210	189	223	341	195	261
Out-of-State	3,551	3,404	3,227	3,147	3,430	3,877	4,004	3,609	3,632

Number and Percentage of Texas Public School Teachers on Emergency Permits by Selected Subjects (2002)

SUBJECT	Number of Teachers	Number of Teachers on Permit	Percentage of Teachers on Permit
ENGLISH	24,654	776	3.1%
JOURNALISM	1,523	54	3.5%
SPEECH	3,299	122	3.7%
READING	8,166	115	1.4%
ENGLISH**	37,642	1,176	3.1%
MATHEMATICS	20,997	879	4.2%
COMPUTER SCIENCE	3,490	111	3.2%
PHYSICAL SCIENCE	4,035	58	1.4%
BIOLOGY	4,680	318	6.8%
PHYSICS	1,614	26	1.6%
CHEMISTRY	2,843	97	3.4%
GENERAL AND OTHER SCIENCE	9,930	149	1.5%
SCIENCE**	23,102	1,022	4.4%
HISTORY	13,611	514	3.8%
GEOGRAPHY	4,920	62	1.3%
GOVT/POLITICAL SCIENCE	2,451	34	1.4%
ECONOMICS	1,850	9	0.5%
PSYCHOLOGY	624	10	1.6%
SOCIOLOGY	415	7	1.7%
SOCIAL STUDIES	3,329	0	0.0%
SOCIAL SCIENCE**	27,200	890	3.3%
THEATRE ARTS	2,267	129	5.7%
ART	4,015	164	4.1%
DANCE	575	35	6.1%
MUSIC	7,038	328	4.7%
FINE ARTS	13,895	656	4.7%
HEALTH	4,206	99	2.4%
PHYSICAL EDUCATION	22,276	641	2.9%
HEALTH AND PE	26,482	740	2.8%
SPANISH	5,133	392	7.6%
LATIN	272	14	5.1%
FRENCH	919	43	4.7%
GERMAN	330	14	4.2%
OTHER FOREIGN LANGUAGES	219	4	1.8%
FOREIGN LANGUAGE	6,873	467	6.8%
ELEMENTARY (self-contained)	153,576	3,082	2.0%
BILINGUAL/ESL	10,556	2,493	23.6%
SPECIAL EDUCATION	15,105	1,310	8.7%
OTHER SUBJECTS	18,620	1,066	5.7%

* Both the number of teachers and number of permits are duplicated counts. A teacher assigned to teach two subjects is counted once for each subject.

** Some teachers hold an English, Social Studies Composite, or Science Composite emergency certificate. These teachers were included in the English, Science, and Social Studies totals, but were not included in the counts for other subjects.

Alternative Certification Route

Number and Percentage of Teachers Who Were Not Certified in Another Area Who Were Teaching on an Alternative Certification (Probationary) Certificate Who Obtained Certification Within Five Years

Cohort	Total Number of Teachers Probationary	Number of teachers getting Certified	Percent of teachers getting Certified
1996 to 2000	783	447	57.1
1997 to 2001	883	495	56.1
1998 to 2002	930	572	61.5
1999 to 2002*	1139	680	59.7

* four year

Emergency Permit Route

Number and Percentage of Teachers Who Were Not Certified in Another Area Who Were Teaching on a Emergency Permit Who Obtained Certification Within Five Years

Cohort	Total Number of Teachers with Permits	Number of teachers getting Certified	Percent of teachers getting Certified
1996 to 2000	3610	2429	67.3
1997 to 2001	3841	2355	61.3
1998 to 2002	3843	2064	53.7

Elements of the Demand for Texas Public School Teachers

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The demand for public school teachers in Texas is driven largely by three factors:

- Number of students enrolled in Texas public schools,
- Student-teacher ratios, and
- Number of teachers leaving the profession.

Identifying the relative contribution of each of these three elements to the overall demand for teachers is important so that policymakers can understand why there is such a relatively high demand for new teachers each year. Such a detailed understanding will then allow policymakers to develop policies or strategies that specifically address the most critical element in the demand for new teachers. This issue brief divides the overall demand for teachers into three elements. Student enrollment and student-teacher ratio are discussed first as part of the “new” demand for teachers and, subsequently, teacher attrition is discussed as part of the “recurring” demand for teachers.

New Demand for Teachers

As shown in **TABLE 1**, the number of students enrolled in Texas public schools has increased dramatically since 1996. However, as also shown in **TABLE 1**, the statewide student-teacher ratio for Texas public schools has decreased by almost one student per teacher from 1995 to 2002.

TABLE 1: Number of Students Enrolled in Texas Public Schools and Student-Teacher Ratio* for Texas Public Schools (1995 to 2002)

	1995	1996	1997	1998	1999	2000	2001	2002	# Chg	% Chg
Number Students (in 100s)	3,670	3,740	3,828	3,891	3,945	3,991	4,059	4,165	495	13.5%
Number Teachers	238,095	243,867	251,372	258,438	264,997	272,534	280,108	288,986	50,891	21.4%
Student-Teacher Ratio	15.41:1	15.34:1	15.23:1	15.06:1	14.89:1	14.65:1	14.49:1	14.41:1	1.0	6.1%

* Calculated as the number of students enrolled divided by the number of teachers employed. The student-teacher ratio on the TEA website is calculated as the number of students enrolled divided by the number of teacher full-time equivalents (FTEs).

One can estimate the effect of the change in student enrollment on the demand for teachers by holding the student-teacher ratio constant across years. For example, to estimate the effect of the increase in the number of students on the demand for teachers from 1995 to 1996, the change in the number of students (70,064) is divided by the student-teacher ratio from 1995 (15.41). The result (4,545) is shown in **TABLE 2**.

Similarly, one can estimate the effect of the change in student-teacher ratio on the demand for teachers by holding the number of students constant across years. For example, to estimate the effect of the decrease in the student-teacher ratio on the demand for teachers from 1995 to 1996, the number of students in 1996 (3,740,260) is first divided by the student-teacher ratio in 1996 (15.34) to determine the number of teachers under the 1996 student-teacher ratio (243,867). The number of students (3,740,260) is then divided by the student-teacher in 1995 (15.41) to determine the number of teachers in 1996 (238,095) if the student-teacher ratio in 1996 was the same as the 1995 student-teacher ratio. The difference between the 1996 number of teachers under the 1996 student-teacher ratio and the 1996 number of teachers under the 1995 student-teacher ratio is 5,772 as shown in **TABLE 2**. This is the number of additional teachers required because of changes in the student-teacher ratio.

As shown in **TABLE 2**, if the student-teacher ratio had remained at the 1995 level, the increase in students from 1996 to 2001 would have required the hiring of an additional 33,038 teachers. The decrease in the student-teacher ratio resulted in an increase in the demand for teachers increasing by 17,853 teachers.

TABLE 2: Increase in New Demand for Texas Public School Teachers (1996 to 2002)

Elements of Demand	95-96	96-97	97-98	98-99	99-00	00-01	01-02	TOTAL
Student Enrollment Change	+4,545	+5,784	+4,130	+3,552	+3,118	+4,631	+7,278	+33,038
Student-Teacher Ratio Change	+1,227	+1,721	+2,936	+3,007	+4,419	+2,943	+1,600	+17,853
Total Change in New Demand	+5,772	+7,505	+7,066	+6,559	+7,537	+7,574	+8,878	+50,891

The sum of the increases in the demand for teachers resulting from changes in student enrollment and student-teacher ratios is the *new* demand for teachers. This demand is in addition to the demand to fill the vacant positions due to teacher attrition. Clearly, the increase in the number of students coupled with the decrease in the student-teacher ratio has resulted in a significant increase in the demand for teachers.

Recurring Demand for Teachers

The overall yearly demand for teachers is also impacted by teachers leaving the Texas public school system. If the number of students and student-teacher ratio remain the same from one year to the next, then any positions vacated by teachers leaving the Texas public school system must be filled by teachers from outside the Texas public school system. Teachers may leave the Texas public school system for a number of reasons, including retirement, re-location out-of-state, career change, or dissatisfaction with some element of the profession (see a forthcoming on the reasons why teachers in Texas leave teaching).

As shown in **TABLE 3**, a fairly large number of positions are vacated each year by teachers leaving the profession. From 1996 to 2002, the number of teachers leaving the profession has increased by nearly 9,000 teachers.

Although the number of teachers employed each year has increased substantially, the number of teachers leaving the profession has increased at an even greater rate. Consequently, the attrition rate has increased from 1996 to 2002.

TABLE 3: Increase in Recurring Demand for Texas Public School Teachers (1996 to 2002)

	95-96	96-97	97-98	98-99	99-00	00-01	01-02	# Chg	% Chg
Number of Teachers*	238,095	243,867	251,372	258,438	264,997	272,534	280,108	42,013	17.6%
Number of Teachers Leaving	19,870	20,967	22,308	25,685	26,039	28,610	28,861	8,991	45.2%
Attrition Rate	8.3%	8.6%	8.9%	9.9%	9.8%	10.5%	10.3%	+2.0**	24.1%

*Number of teachers in the first of the two academic years. ** Calculated as 8.3% subtracted from 10.3%.

As shown in **TABLE 4**, the total demand for teachers has increased each year from 1996 to 2002. On average, the total demand for teachers has been nearly 32,000 per year, but was almost 38,000 in 2002. While the demand for teachers due to teacher attrition has increased each year, the demand for teachers due to student enrollment and student-teacher ratio changes have been less consistent over time.

TABLE 4: Increase in Demand for Texas Public School Teachers Due to All Elements of Demand (1996 to 2002)

Elements of Demand	1996	1997	1998	1999	2000	2001	2002	AVG 96 - 02
Student Enrollment Change	+4,545	+5,784	+4,130	+3,552	+3,118	+4,631	+7,278	+4,720
Student-Teacher Ratio Change	+1,227	+1,721	+2,936	+3,007	+4,419	+2,943	+1,600	+2,550
Number of Teachers Leaving	+19,870	+20,967	+22,308	+25,685	+26,039	+28,610	+28,861	+24,620
TOTAL DEMAND	+25,642	+28,472	+29,374	+32,244	+33,576	+36,184	+37,739	+31,890

Finally, as shown in **TABLE 5**, teacher attrition is the single largest factor contributing to the demand for new teachers each year. Indeed, approximately 75 percent of the demand for new teachers is caused by teacher attrition. This percentage has remained fairly constant over time. There have been, however, fluctuations over this time period. For example, from 1996 to 1997, the demand for teachers due to attrition actually decreased while the demand due to increases in student enrollment and decreases in the student-teacher ratio increased. With respect to the percentage of the demand due to student enrollment increases, there was a marked decrease from 1997 to 1998, but a major increase from 2000 to 2002.

TABLE 5: Percentage of the Total Demand for Teachers by the Three Major Elements of the Demand for Teachers (1996 to 2002)***

Elements of Demand	1996	1997	1998	1999	2000	2001	2002	AVG 96-02
Student Enrollment Change	17.7%	20.3%	14.1%	11.0%	9.3%	12.8%	19.3%	14.8%
Student-Teacher Ratio Chg	4.8%	6.0%	10.0%	9.3%	13.2%	8.1%	4.2%	8.0%
Number of Teachers Leaving	77.5%	73.6%	75.9%	79.7%	77.6%	79.1%	76.5%	77.2%

*** The percentages in this table are calculated by dividing the numbers in rows one through three in TABLE 4 by the total demand in row four of TABLE 4.

Problems with the Analysis

Unfortunately, there is no available data to suggest the reasons behind the decrease in the student-teacher ratio from 1995 to 2002. Possible reasons include a greater percentage of students in the grades required to have smaller class sizes¹, a greater percentage of students enrolled in small districts that tend to have smaller student-teacher ratios, an increase in upper-level classes offered across the state which tend to have smaller student-teacher ratios, an increase in the number of special education classes which traditionally have relatively small student-teacher ratios, or simply a decision by school district personnel to attempt to reduce student-teacher ratios in an attempt to positively effect student achievement.

Conclusion

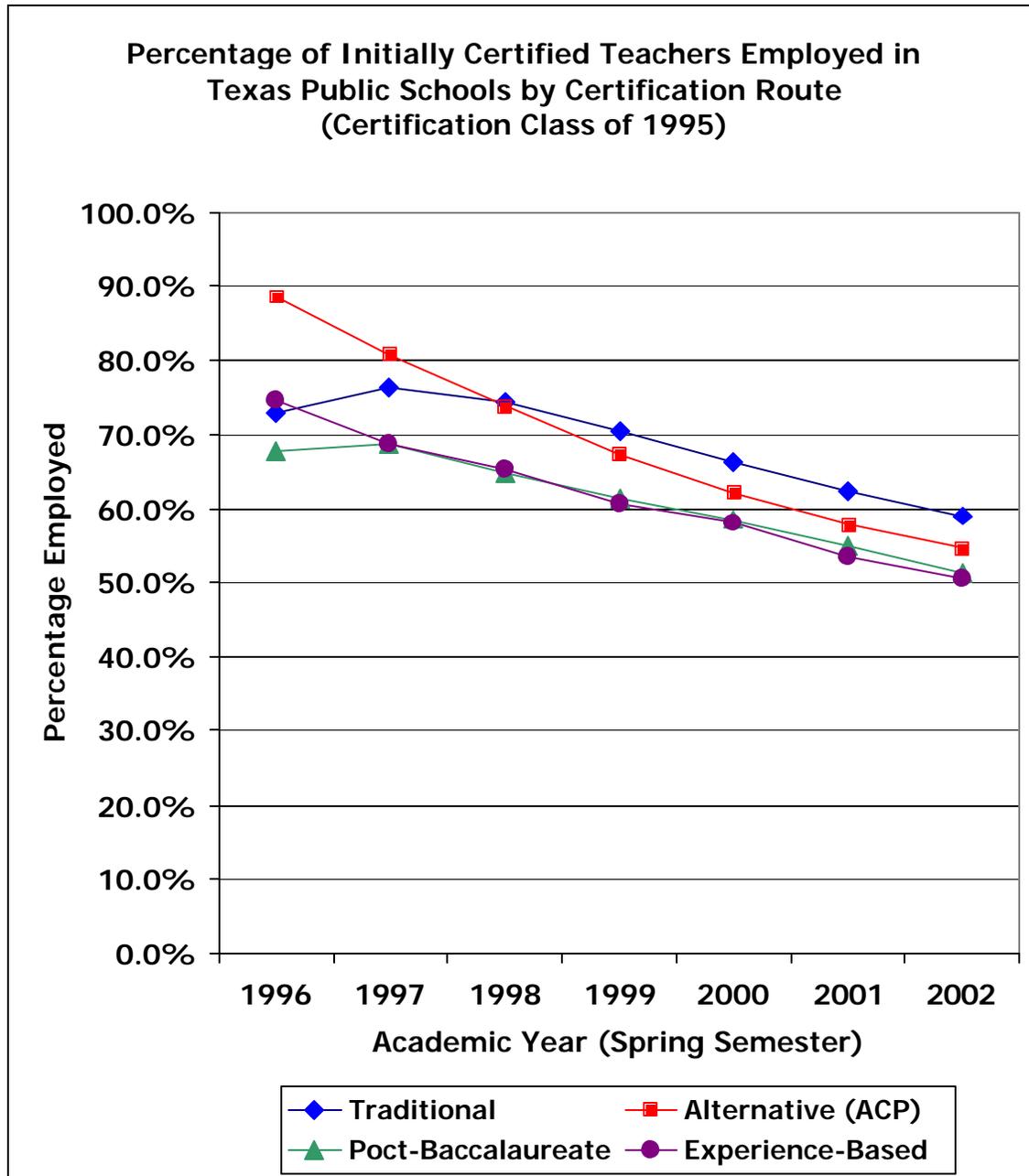
The demand for public school teachers in Texas has increased substantially over the past five years. Specifically, the demand for teachers has increased 47 percent from 25,642 in 1996 to 37,739 in 2002. On average, about 77 percent of the increase in the demand was due to teacher attrition. In fact, overall teacher attrition has risen from 8.3 percent for the 1995-1996 academic years to 10.3 percent for the 2001-2002 academic years. Current trends in teacher demographics suggest that the increase in the teacher attrition rate will likely continue to increase. Specifically, the percentage of teachers with the greatest likelihood of leaving the profession—those with fewer than five years of experience and with greater than 20 years of experience—is increasing.

Given that most of the demand for newly hired teachers each year is due to teacher attrition, any policies attempting to reduce the shortage of certified teachers should focus primarily on reducing the attrition rate. Some of these policies should provide incentives for experienced teachers to remain in the field or for retired teachers to return to the profession. However, most of those quitting the profession each year are teachers not eligible for retirement. Indeed, nearly 50 percent of teachers leave the profession within five years of their first year of employment.

Data Source:

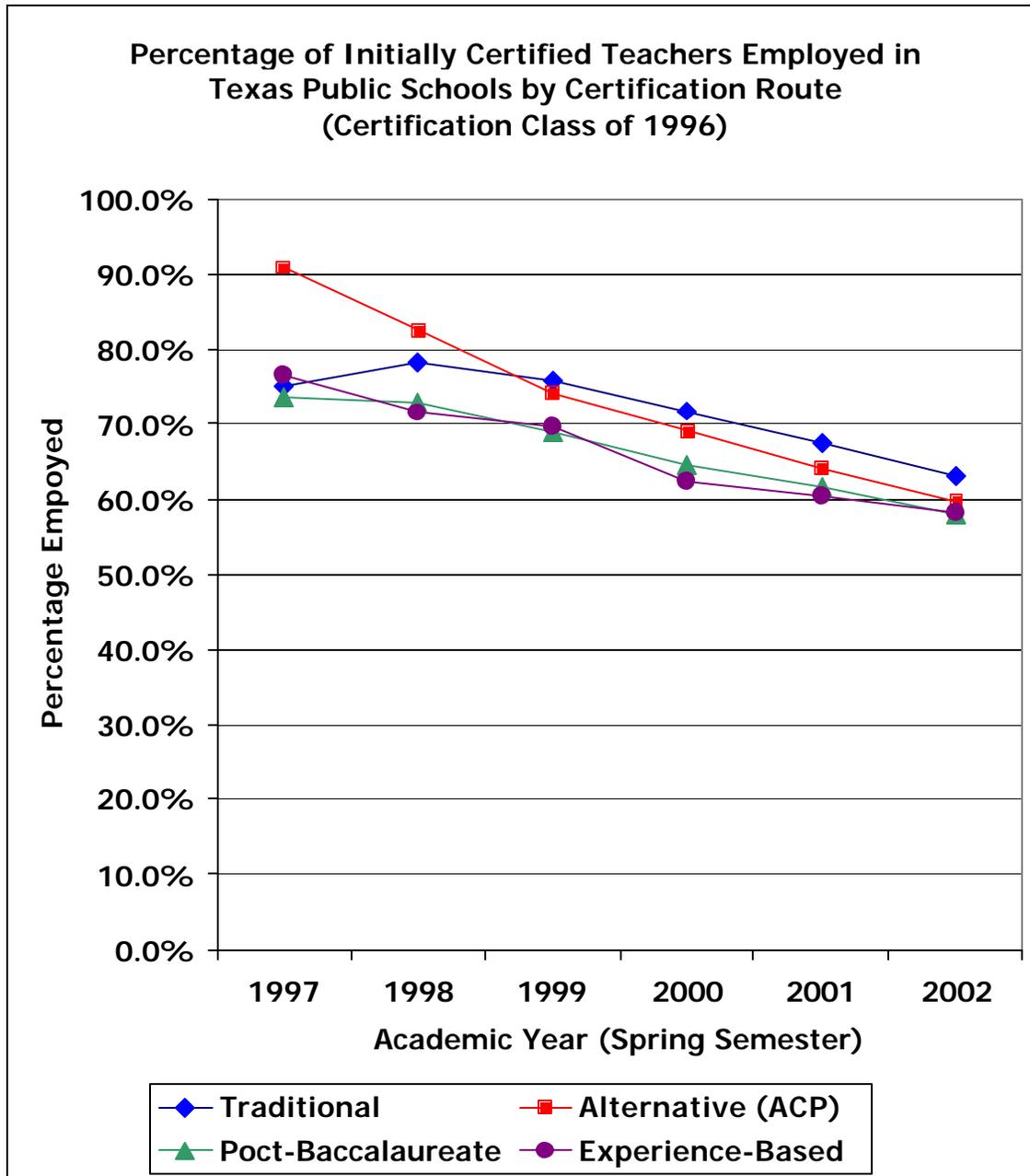
Public Education Information and Management System, TEA
Teacher Employment files, 1995 through 2002

¹ Districts are required to limit class sizes to 22 students in grades K through 3 unless waived by TEA. If the increases in student enrollment occurred in these grades more than other grades, then such a student enrollment increase would drive down the student-teacher ratio.



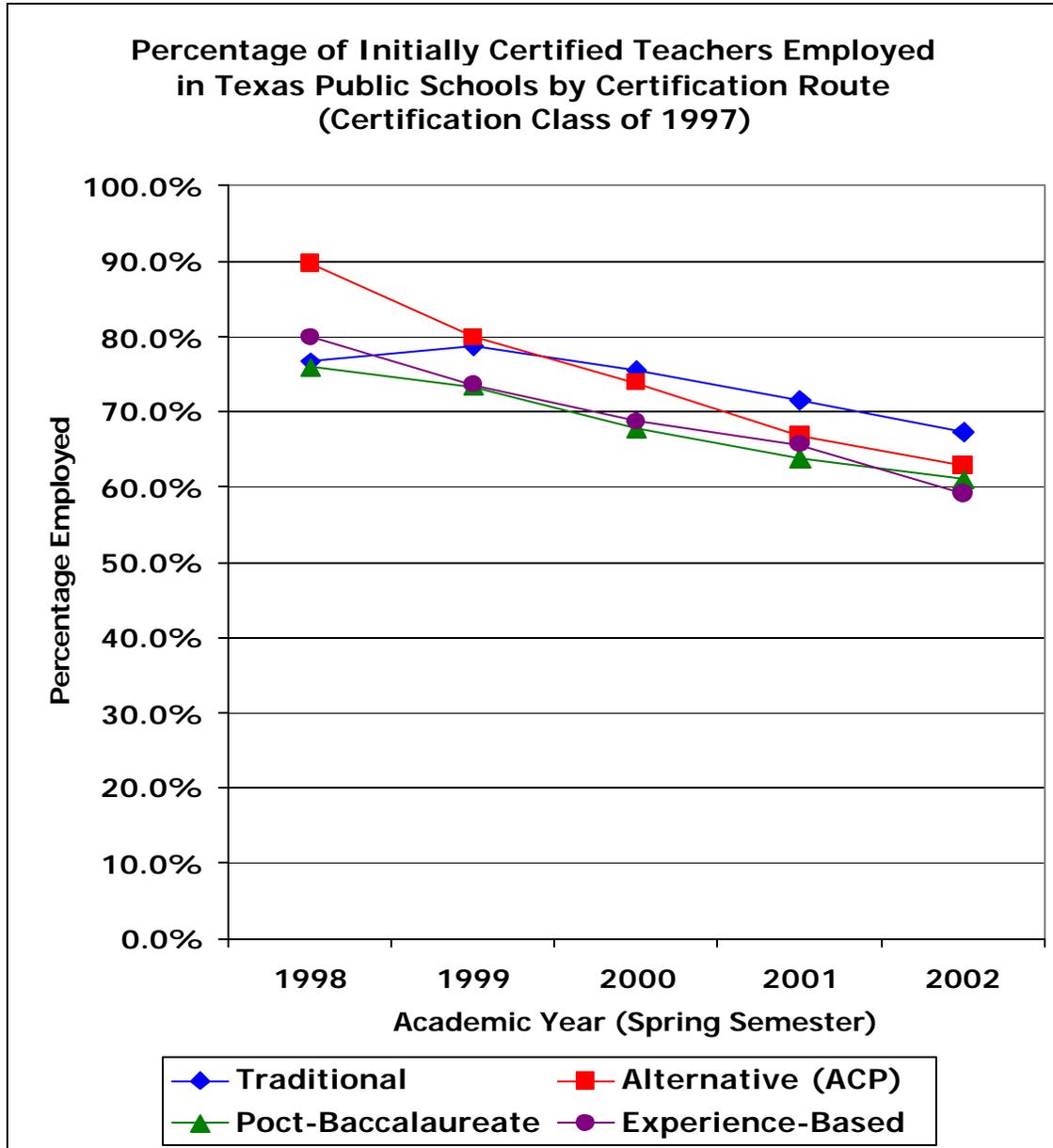
	1996	1997	1998	1999	2000	2001	2002
Traditional	6,862	7,207	7,018	6,659	6,252	5,881	5,570
Alternative (ACP)	2,207	2,015	1,837	1,675	1,549	1,442	1,363
Post-Baccalaureate	1,814	1,839	1,734	1,641	1,563	1,465	1,372
Experience-Based	131	121	115	107	102	94	89

The percentage of teachers employed includes all teachers from the initial certification class, regardless of how many years of teaching experience the individual possesses. Thus, this data should not be considered an analysis of beginning teacher attrition since many obtaining initial certification have prior teaching experience.



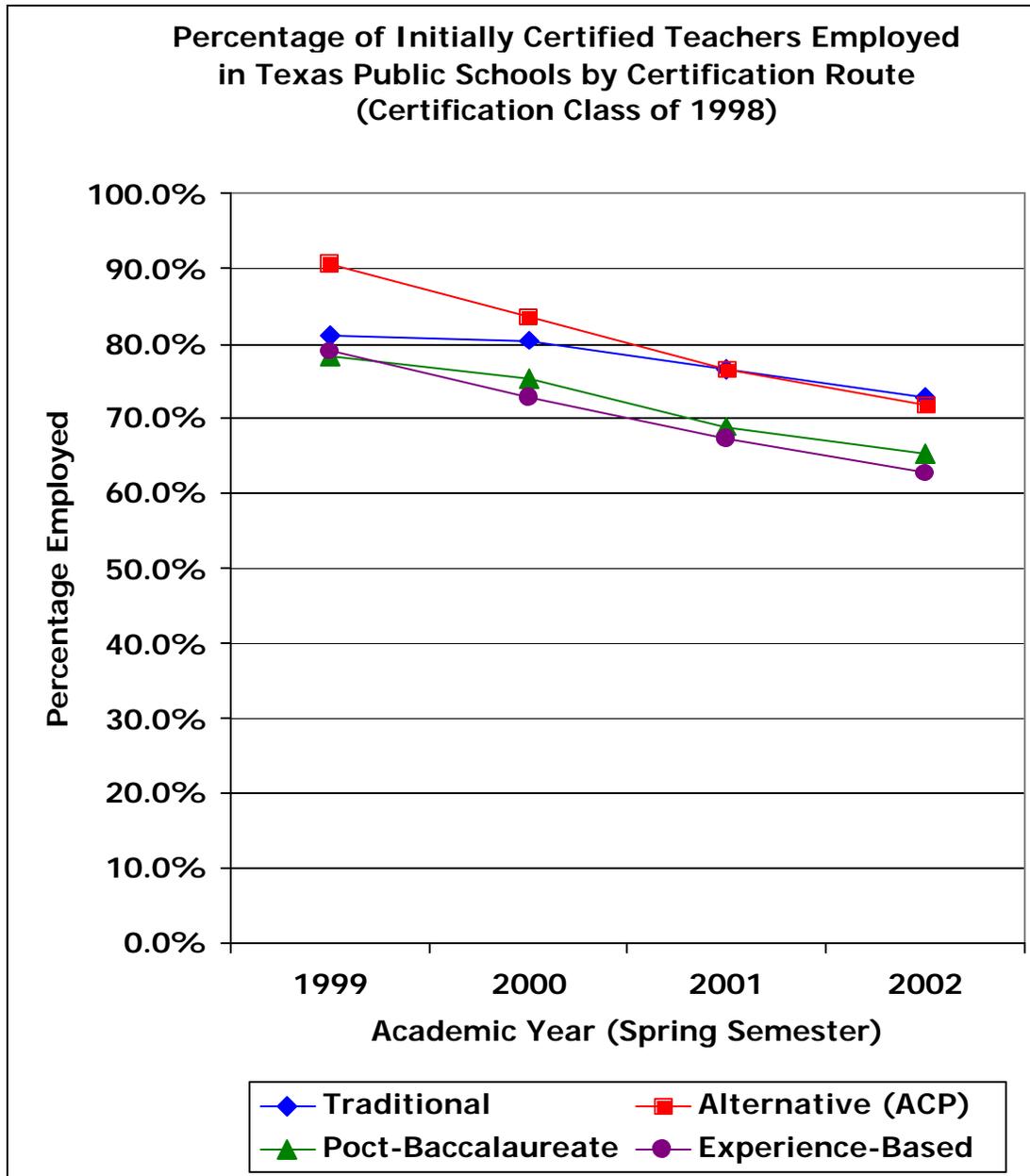
	1997	1998	1999	2000	2001	2002
Traditional	7,078	7,376	7,141	6,756	6,369	5,965
Alternative (ACP)	2,373	2,156	1,937	1,804	1,673	1,561
Post-Baccalaureate	2,040	2,024	1,911	1,790	1,708	1,602
Experience-Based	161	150	146	131	127	122

The percentage of teachers employed includes all teachers from the initial certification class, regardless of how many years of teaching experience the individual possesses. Thus, this data should not be considered an analysis of beginning teacher attrition since many obtaining initial certification have prior teaching experience.



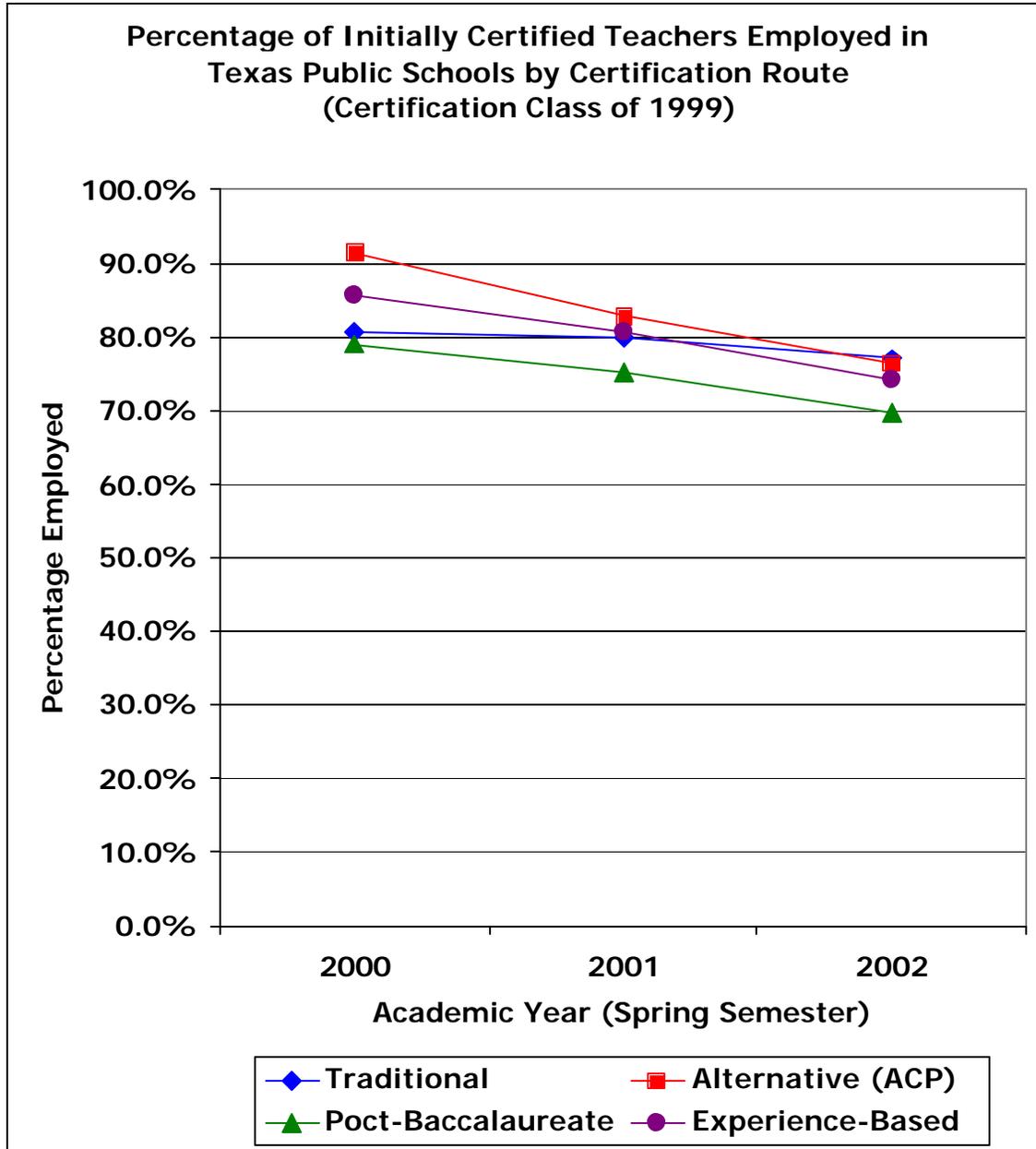
	1998	1999	2000	2001	2002
Traditional	6,865	7,057	6,766	6,408	6,035
Alternative (ACP)	2,180	1,937	1,795	1,622	1,528
Post-Baccalaureate	1,985	1,917	1,772	1,672	1,593
Experience-Based	151	139	130	124	112

The percentage of teachers employed includes all teachers from the initial certification class, regardless of how many years of teaching experience the individual possesses. Thus, this data should not be considered an analysis of beginning teacher attrition since many obtaining initial certification have prior teaching experience.



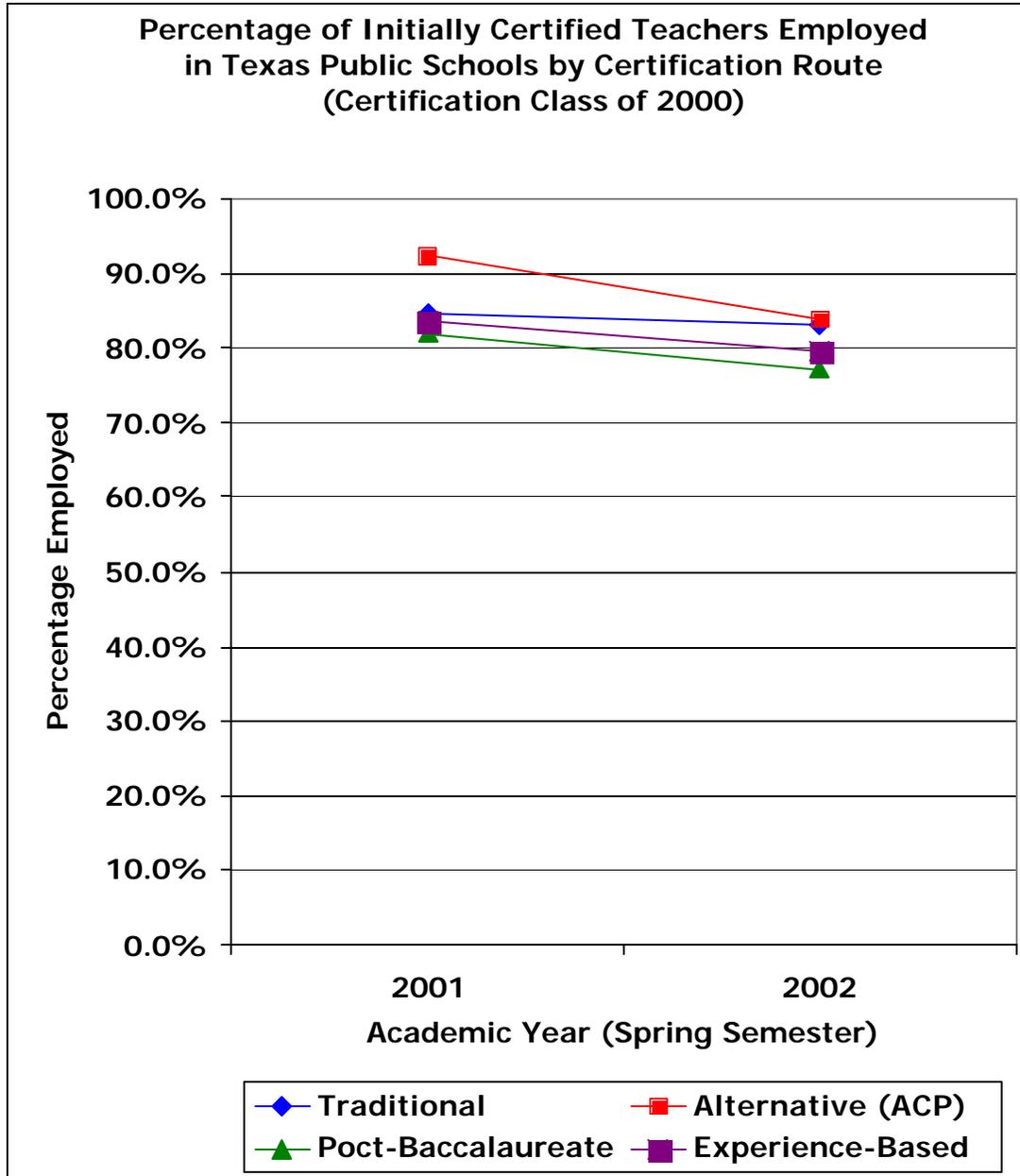
	1999	2000	2001	2002
Traditional	7,376	7,324	6,973	6,610
Alternative (ACP)	2,418	2,222	2,039	1,909
Post-Baccalaureate	2,026	1,950	1,782	1,688
Experience-Based	176	162	150	140

The percentage of teachers employed includes all teachers from the initial certification class, regardless of how many years of teaching experience the individual possesses. Thus, this data should not be considered an analysis of beginning teacher attrition since many obtaining initial certification have prior teaching experience.



	2000	2001	2002
Traditional	8,212	8,149	7,855
Alternative (ACP)	2,429	2,200	2,029
Post-Baccalaureate	2,068	1,968	1,823
Experience-Based	292	275	253

The percentage of teachers employed includes all teachers from the initial certification class, regardless of how many years of teaching experience the individual possesses. Thus, this data should not be considered an analysis of beginning teacher attrition since many obtaining initial certification have prior teaching experience.



	2001	2002
Traditional	6,883	6,765
Alternative (ACP)	2,310	2,103
Post-Baccalaureate	754	710
Experience-Based	163	155

The percentage of teachers employed includes all teachers from the initial certification class, regardless of how many years of teaching experience the individual possesses. Thus, this data should not be considered an analysis of beginning teacher attrition since many obtaining initial certification have prior teaching experience.

Distribution of Teachers from Alternative Certification Programs and Traditional Programs in Schools Serving Selected Student Subpopulations and by School Accountability Rating (Class of 1995)

African American Students

Percentage of Students	Alternative Certification		Traditional University	
	# Tchrs	Percentage	# Tchrs	Percentage
00-25.0%	1,623	74.9	5,537	83.8
25.1-50.0%	279	12.9	741	11.2
50.1-75.0%	110	5.1	204	3.1
75.0-100%	155	7.2	128	1.9
All Schools	2,167	100.0	6,610	100.0

Hispanic Students

Percentage of Students	Alternative Certification		Traditional University	
	# Tchrs	Percentage	# Tchrs	Percentage
00-25.0%	756	34.9	3,220	48.7
25.1-50.0%	402	18.6	1,187	18.0
50.1-75.0%	316	14.6	719	10.9
75.0-100%	693	32.0	1,484	22.5
All Schools	2,167	100.0	6,610	100.0

White Students

Percentage of Students	Alternative Certification		Traditional University	
	# Tchrs	Percentage	# Tchrs	Percentage
00-25.0%	1,253	57.8	2,217	33.5
25.1-50.0%	334	15.4	1,237	18.7
50.1-75.0%	312	14.4	1,490	22.5
75.0-100%	268	12.4	1,666	25.2
All Schools	2,167	100.0	6,610	100.0

Economically Disadvantaged Students

Percentage of Students	Alternative Certification		Traditional University	
	# Tchrs	Percentage	# Tchrs	Percentage
00-25.0%	344	15.9	1,428	21.6
25.1-50.0%	427	19.7	1,866	28.2
50.1-75.0%	468	21.6	1,602	24.2
75.0-100%	928	42.8	1,714	25.9
All Schools	2,167	100.0	6,610	100.0

School Accountability Rating

Accountability Rating	Alternative Certification		Traditional University	
	# Tchrs	Percentage	# Tchrs	Percentage
No Rating	77	3.6	162	2.5
Low-Performing	1,658	76.5	4,897	74.1
Acceptable	308	14.2	1,107	16.7
Recognized	65	3.0	336	5.1
Exemplary	59	2.7	108	1.6
All Schools	2,167	100.0	6,610	100.0

Only teachers initially certified in 1995 and employed in a single public school in 1996 are included in the analysis.

Distribution of Teachers from Alternative Certification Programs and Traditional Programs in Schools Serving Selected Student Subpopulations and by School Accountability Rating (Class of 1997)

African American Students

Percentage of Students	Alternative Certification		Traditional University	
	# Tchrs	Percentage	# Tchrs	Percentage
00-25.0%	1,673	78.7	5,501	83.1
25.1-50.0%	269	12.7	824	12.4
50.1-75.0%	104	4.9	198	3.0
75.0-100%	80	3.8	98	1.5
All Schools	2,126	100.0	6,621	100.0

Hispanic Students

Percentage of Students	Alternative Certification		Traditional University	
	# Tchrs	Percentage	# Tchrs	Percentage
00-25.0%	679	31.9	3,111	47.0
25.1-50.0%	450	21.2	1,345	20.3
50.1-75.0%	293	13.8	725	11.0
75.0-100%	704	33.1	1,440	21.7
All Schools	2,126	100.0	6,621	100.0

White Students

Percentage of Students	Alternative Certification		Traditional University	
	# Tchrs	Percentage	# Tchrs	Percentage
00-25.0%	1,140	53.6	2,195	33.2
25.1-50.0%	356	16.7	1,305	19.7
50.1-75.0%	343	16.1	1,620	24.5
75.0-100%	287	13.5	1,501	22.7
All Schools	2,126	100.0	6,621	100.0

Economically Disadvantaged Students

Percentage of Students	Alternative Certification		Traditional University	
	# Tchrs	Percentage	# Tchrs	Percentage
00-25.0%	338	15.9	1,498	22.6
25.1-50.0%	404	19.0	1,812	27.4
50.1-75.0%	471	22.2	1,584	23.9
75.0-100%	913	42.9	1,727	26.1
All Schools	2,126	100.0	6,621	100.0

School Accountability Rating

Accountability Rating	Alternative Certification		Traditional University	
	# Tchrs	Percentage	# Tchrs	Percentage
No Rating	70	3.3	119	1.8
Low-Performing	26	1.2	34	0.5
Acceptable	1,412	66.4	4,110	62.1
Recognized	418	19.7	1,488	22.5
Exemplary	200	9.4	870	13.1
All Schools	2,126	100.0	6,621	100.0

Only teachers initially certified in 1997 and employed in a single public school in 1998 are included in the analysis.

Distribution of Teachers from Alternative Certification Programs and Traditional Programs in Schools Serving Selected Student Subpopulations and by School Accountability Rating (Class of 1999)

African American Students

Percentage of Students	Alternative Certification		Traditional University	
	# Tchrs	Percentage	# Tchrs	Percentage
00-25.0%	1,892	79.7	6,730	84.5
25.1-50.0%	373	15.7	1,071	13.5
50.1-75.0%	22	0.9	30	0.4
75.0-100%	87	3.7	129	1.6
All Schools	2,374	100.0	7,960	100.0

Hispanic Students

Percentage of Students	Alternative Certification		Traditional University	
	# Tchrs	Percentage	# Tchrs	Percentage
00-25.0%	913	38.5	3,614	45.4
25.1-50.0%	707	29.8	2,277	28.6
50.1-75.0%	113	4.8	255	3.2
75.0-100%	641	27.0	1,814	22.8
All Schools	2,374	100.0	7,960	100.0

White Students

Percentage of Students	Alternative Certification		Traditional University	
	# Tchrs	Percentage	# Tchrs	Percentage
00-25.0%	1,233	51.9	3,119	39.2
25.1-50.0%	725	30.5	2,888	36.3
50.1-75.0%	117	4.9	548	6.9
75.0-100%	299	12.6	1,405	17.7
All Schools	2,374	100.0	7,960	100.0

Economically Disadvantaged Students

Percentage of Students	Alternative Certification		Traditional University	
	# Tchrs	Percentage	# Tchrs	Percentage
00-25.0%	477	20.1	1,856	23.3
25.1-50.0%	896	37.7	3,408	42.8
50.1-75.0%	143	6.0	539	6.8
75.0-100%	858	36.1	2,157	27.1
All Schools	2,374	100.0	7,960	100.0

School Accountability Rating

Accountability Rating	Alternative Certification		Traditional University	
	# Tchrs	Percentage	# Tchrs	Percentage
No Rating	56	2.4	112	1.4
Low-Performing	58	2.4	145	1.8
Acceptable	1,371	57.8	4,071	51.2
Recognized	607	25.6	2,379	29.9
Exemplary	280	11.8	1,237	15.6
All Schools	2,374	100.0	7,952	100.0

Only teachers initially certified in 1999 and employed in a single public school in 2000 are included in the analysis.

Attrition Rates in Different School Settings for Teachers from Alternative Certification Programs and Traditional University-Based Programs (Class of 1995)

All Schools								
			Cumulative Attrition Rate					
Program Type		Number Employed 1996	1996-1997	1996-1998	1996-1999	1996-2000	1996-2001	1996-2002
Alt Cert Program	#	2,175	243	420	583	704	811	886
	%		11.2%	19.3%	26.8%	32.4%	37.3%	40.7%
Traditional Program	#	6,623	433	796	1238	1619	1957	2236
	%		6.5%	12.0%	18.7%	24.4%	29.5%	33.8%

High Poverty Schools								
			Cumulative Attrition Rate					
Program Type		Number Employed 1996	1996-1997	1996-1998	1996-1999	1996-2000	1996-2001	1996-2002
Alt Cert Program	#	1,396	142	252	342	428	510	551
	%		10.2%	18.1%	24.5%	30.7%	36.5%	39.5%
Traditional Program	#	3,316	195	351	564	739	877	1017
	%		5.9%	10.6%	17.0%	22.3%	26.4%	30.7%

High Minority Schools								
			Cumulative Attrition Rate					
Program Type		Number Employed 1996	1996-1997	1996-1998	1996-1999	1996-2000	1996-2001	1996-2002
Alt Cert Program	#	1,535	168	288	401	491	569	613
	%		10.9%	18.8%	26.1%	32.0%	37.1%	39.9%
Traditional Program	#	3,255	207	366	576	757	894	1032
	%		6.4%	11.2%	17.7%	23.3%	27.5%	31.7%

Teachers had to meet the following criteria to be included in the analysis:

- 1) obtained initial certification in 1995 from a Texas educator preparation program.
- 2) were employed in a Texas public school in the 1995-1996 academic year.
- 3) employed in only one Texas public school in the 1995-1996 academic year.

High Poverty schools: greater than 50% economically disadvantaged students

High Minority schools: greater than 50% African American and Hispanic students

Attrition Rates in Different School Settings for Teachers from Alternative Certification Programs and Traditional University-Based Programs (Class of 1997)

All Schools						
			Cumulative Attrition Rate			
Program Type		Number Employed 1998	1998-1999	1998-2000	1998-2001	1998-2002
Alt Cert Program	#	2,132	282	430	600	692
	%		13.2%	20.2%	28.1%	32.5%
Traditional Program	#	6,634	455	871	1273	1615
	%		6.9%	13.1%	19.2%	24.3%

High Poverty Schools						
			Cumulative Attrition Rate			
Program Type		Number Employed 1998	1998-1999	1998-2000	1998-2001	1998-2002
Alt Cert Program	#	1,384	186	284	397	445
	%		13.4%	20.5%	28.7%	32.2%
Traditional Program	#	3,311	213	412	575	725
	%		6.4%	12.4%	17.4%	21.9%

High Minority Schools						
			Cumulative Attrition Rate			
Program Type		Number Employed 1998	1998-1999	1998-2000	1998-2001	1998-2002
Alt Cert Program	#	1,458	201	303	418	466
	%		13.8%	20.8%	28.7%	32.0%
Traditional Program	#	3,304	218	413	581	746
	%		6.6%	12.5%	17.6%	22.6%

Teachers had to meet the following criteria to be included in the analysis:

- 1) obtained initial certification in 1997 from a Texas educator preparation program.
- 2) were employed in a Texas public school in the 1997-1998 academic year.
- 3) employed in only one Texas public school in the 1997-1998 academic year.

High Poverty schools: greater than 50% economically disadvantaged students

High Minority schools: greater than 50% African American and Hispanic students

Attrition Rates in Different School Settings for Teachers from alternative Certification Programs and Traditional University-Based Programs (Class of 1999)

All Schools				
Program Type	Number Employed 2000	Number Employed 1998	Cumulative Attrition Rate	
			1998-1999	1998-2002
Alternative Certification Program	#	2,387	269	446
	%		11.3%	18.7%
Traditional University Program	#	7,976	571	976
	%		7.2%	12.2%

High Poverty Schools				
Program Type	Number Employed 2000	Number Employed 1998	Cumulative Attrition Rate	
			1998-1999	1998-2002
Alternative Certification Program	#	1,001	110	176
	%		11.0%	17.6%
Traditional University Program	#	2,696	171	252
	%		6.3%	9.3%

High Minority Schools				
Program Type	Number Employed 2000	Number Employed 1998	Cumulative Attrition Rate	
			1998-1999	1998-2002
Alternative Certification Program	#	1,203	132	221
	%		11.0%	18.4%
Traditional University Program	#	3,048	202	301
	%		6.6%	9.9%

Teachers had to meet the following criteria to be included in the analysis:

- 1) obtained initial certification in 1999 from a Texas educator preparation program.
- 2) were employed in a Texas public school in the 1999-2000 academic year.
- 3) employed in only one Texas public school in the 1999-2000 academic year.

High Poverty schools: greater than 50% economically disadvantaged students

High Minority schools: greater than 50% African American and Hispanic students

Attrition Rates in Different School Settings for Teachers from Alternative Certification Programs and Traditional University-Based Programs (Class of 1995)

High Poverty / High Minority Schools								
Program Type		Number Employed 1996	Cumulative Attrition Rate					
			1996-1997	1996-1998	1996-1999	1996-2000	1996-2001	1996-2002
Alt Cert Program	#	1,320	136	239	326	409	487	526
	%		10.3%	18.1%	24.7%	31.0%	36.9%	39.8%
Traditional Program	#	2,741	162	289	477	627	733	851
	%		5.9%	10.5%	17.4%	22.9%	26.7%	31.0%

High Poverty / High Minority Elementary Schools								
Program Type		Number Employed 1998	Cumulative Attrition Rate					
			1996-1997	1996-1998	1996-1999	1996-2000	1996-2001	1996-2002
Alt Cert Program	#	876	84	158	204	258	307	330
	%		9.6%	18.0%	23.3%	29.5%	35.0%	37.7%
Traditional Program	#	1,812	107	187	304	405	471	548
	%		5.9%	10.3%	16.8%	22.4%	26.0%	30.2%

High Poverty / High Minority Middle Schools								
Program Type		Number Employed 1998	Cumulative Attrition Rate					
			1996-1997	1996-1998	1996-1999	1996-2000	1996-2001	1996-2002
Alt Cert Program	#	290	38	57	82	96	118	134
	%		13.1%	19.7%	28.3%	33.1%	40.7%	46.2%
Traditional Program	#	649	33	68	114	154	191	216
	%		5.1%	10.5%	17.6%	23.7%	29.4%	33.3%

High Poverty / High Minority Secondary Schools								
Program Type		Number Employed 1998	Cumulative Attrition Rate					
			1996-1997	1996-1998	1996-1999	1996-2000	1996-2001	1996-2002
Alt Cert Program	#	143	12	22	37	52	59	58
	%		8.4%	15.4%	25.9%	36.4%	41.3%	40.6%
Traditional Program	#	236	20	29	52	58	57	73
	%		8.5%	12.3%	22.0%	24.6%	24.2%	30.9%

Teachers had to meet the following criteria to be included in the analysis:

- 1) obtained initial certification in 1995 from a Texas educator preparation program.
- 2) were employed in a Texas public school in the 1995-1996 academic year.
- 3) employed in only one Texas public school in the 1995-1996 academic year.

Attrition Rates in Different School Settings for Teachers from Alternative Certification Programs and Traditional University-Based Programs (Class of 1997)

High Poverty / High Minority Schools						
Program Type		Number Employed 1998	Cumulative Attrition Rate			
			1998-1999	1998-2000	1998-2001	1998-2002
Alt Cert Program	#	1,287	179	271	377	415
	%		13.9%	21.1%	29.3%	32.2%
Traditional Program	#	2,796	183	344	481	615
	%		6.5%	12.3%	17.2%	22.0%

High Poverty / High Minority Secondary Schools						
Program Type		Number Employed 1998	Cumulative Attrition Rate			
			1998-1999	1998-2000	1998-2001	1998-2002
Alt Cert Program	#	838	123	180	248	270
	%		14.7%	21.5%	29.6%	32.2%
Traditional Program	#	1,871	121	225	319	422
	%		6.5%	12.0%	17.0%	22.6%

High Poverty / High Minority Middle Schools						
Program Type		Number Employed 1998	Cumulative Attrition Rate			
			1998-1999	1998-2000	1998-2001	1998-2002
Alt Cert Program	#	259	37	59	85	92
	%		14.3%	22.8%	32.8%	35.5%
Traditional Program	#	632	42	75	108	132
	%		6.6%	11.9%	17.1%	20.9%

High Poverty / High Minority Secondary Schools						
Program Type		Number Employed 1998	Cumulative Attrition Rate			
			1998-1999	1998-2000	1998-2001	1998-2002
Alt Cert Program	#	173	17	30	40	49
	%		9.8%	17.3%	23.1%	28.3%
Traditional Program	#	244	15	33	45	52
	%		6.1%	13.5%	18.4%	21.3%

Teachers had to meet the following criteria to be included in the analysis:

- 1) obtained initial certification in 1997 from a Texas educator preparation program.
- 2) were employed in a Texas public school in the 1997-1998 academic year.
- 3) employed in only one Texas public school in the 1997-1998 academic year.

Attrition Rates in Different School Settings for Teachers from Alternative Certification Programs and Traditional University-Based Programs (Class of 1999)

High Poverty / High Minority Schools				
Program Type	Number Employed 2000	Number Employed 1998	Cumulative Attrition Rate	
			1998-1999	1998-2002
Alternative Certification Program	#	947	106	168
	%		11.2%	17.7%
Traditional University Program	#	2,450	157	230
	%		6.4%	9.4%

High Poverty / High Minority Secondary Schools				
Program Type	Number Employed 2000	Number Employed 1998	Cumulative Attrition Rate	
			1998-1999	1998-2002
Alternative Certification Program	#	658	63	113
	%		9.6%	17.2%
Traditional University Program	#	1,772	109	157
	%		6.2%	8.9%

High Poverty / High Minority Middle Schools				
Program Type	Number Employed 2000	Number Employed 1998	Cumulative Attrition Rate	
			1998-1999	1998-2002
Alternative Certification Program	#	185	34	34
	%		18.4%	18.4%
Traditional University Program	#	470	36	52
	%		7.7%	11.1%

High Poverty / High Minority Secondary Schools				
Program Type	Number Employed 2000	Number Employed 1998	Cumulative Attrition Rate	
			1998-1999	1998-2002
Alternative Certification Program	#	93	8	18
	%		8.6%	19.4%
Traditional University Program	#	182	11	17
	%		6.0%	9.3%

Teachers had to meet the following criteria to be included in the analysis:

- 1) obtained initial certification in 1999 from a Texas educator preparation program.
- 2) were employed in a Texas public school in the 1999-2000 academic year.
- 3) employed in only one Texas public school in the 1999-2000 academic year.

**Percentage of Teachers Employed by Teacher Race/Ethnicity and Certification
Route for the Initial Certification Class of 1995**

Percentage of African Amer. Teachers Employed: Certification Class of 1995									
ROUTE	Number	1996	1997	1998	1999	2000	2001	2002	CHG
Traditional	381	80.6%	85.3%	84.0%	79.8%	75.6%	68.0%	66.7%	-13.9
ACP	358	91.9%	86.0%	79.9%	74.3%	69.8%	63.7%	61.2%	-30.7
Post-Bacc	132	81.8%	84.1%	82.6%	76.5%	75.0%	70.5%	67.4%	-14.4
Experience	19	84.2%	78.9%	73.7%	68.4%	68.4%	63.2%	68.4%	-15.8
TOTAL	885	85.4%	85.3%	81.8%	76.8%	73.0%	66.4%	64.5%	-20.9

Diff btw Trad & ACP	-41	-3	15	20	21	15	20	na
Diff btw PB & ACP	-36	-7	10	8	19	24	22	na

Percentage of Hispanic Teachers Employed: Certification Class of 1995									
ROUTE	Number	1996	1997	1998	1999	2000	2001	2002	CHG
Traditional	1697	89.7%	90.5%	89.2%	84.9%	81.7%	79.3%	74.4%	-15.3
ACP	629	92.7%	88.4%	80.9%	76.2%	69.2%	66.0%	63.0%	-29.7
Post-Bacc	298	85.2%	83.2%	79.2%	78.5%	73.5%	68.1%	64.1%	-21.1
Experience	43	79.1%	79.1%	76.7%	74.4%	65.1%	58.1%	60.5%	-18.6
TOTAL	2653	89.7%	89.0%	85.9%	81.9%	77.6%	74.6%	70.4%	-19.3

Diff btw Trad & ACP	-19	13	52	55	79	84	72	na
Diff btw PB & ACP	-47	-33	-11	15	27	13	7	na

Percentage of White Teachers Employed: Certification Class of 1995									
ROUTE	Number	1996	1997	1998	1999	2000	2001	2002	CHG
Traditional	7206	68.3%	72.5%	70.5%	66.9%	62.4%	58.3%	55.3%	-13.0
ACP	1412	86.0%	76.6%	69.2%	61.9%	57.4%	53.0%	49.3%	-36.7
Post-Bacc	2177	65.0%	66.4%	62.4%	58.5%	55.6%	52.5%	49.0%	-16.0
Experience	109	70.6%	62.4%	58.7%	54.1%	53.2%	49.5%	43.1%	-27.5
TOTAL	10875	70.0%	71.7%	68.5%	64.4%	60.3%	56.3%	53.1%	-16.9

Number of Teachers Employed if Individuals Were Enrolled in a Traditional or Post-Bacc. Program Rather than an Alternative Program

Diff btw Trad & ACP	-250	-57	19	71	70	75	85	na
Diff btw PB & ACP	-296	-144	-96	-48	-26	-7	-4	na

Diff btw Trad & ACP	=	the number of teachers employed if all individuals enrolled in an ACP had been enrolled in a Traditional program
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Diff btw PB & ACP	=	the number of teachers employed if all individuals enrolled in an ACP had been enrolled in a Post-Bacc program
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Employment Rate for African American Teachers: Certification Class of 1995

ROUTE	Number	1996	1997	1998	1999	2000	2001	2002	CHG
Traditional	307	100.0%	96.1%	92.2%	85.7%	80.8%	71.3%	69.1%	-30.9
ACP	329	100.0%	91.8%	85.1%	78.7%	74.2%	67.2%	65.3%	-34.7
Post-Bacc	108	100.0%	96.3%	89.8%	84.3%	80.6%	75.0%	74.1%	-25.9
Experience	16	100.0%	87.5%	81.3%	75.0%	75.0%	68.8%	75.0%	-25.0
TOTAL	756	100.0%	94.0%	88.5%	82.1%	77.6%	70.0%	68.1%	-31.9

Diff btw Trad & ACP	0	14	23	23	22	14	12	na
Diff btw PB & ACP	0	15	15	18	21	26	29	na

Employment Rate for Hispanic Teachers: Certification Class of 1995

ROUTE	Number	1996	1997	1998	1999	2000	2001	2002	CHG
Traditional	1522	100.0%	96.6%	93.9%	88.8%	85.1%	82.8%	77.4%	-22.6
ACP	583	100.0%	93.1%	85.4%	80.6%	72.9%	69.5%	66.0%	-34.0
Post-Bacc	254	100.0%	93.7%	87.4%	85.0%	79.5%	74.8%	69.7%	-30.3
Experience	34	100.0%	100.0%	94.1%	91.2%	79.4%	70.6%	73.5%	-26.5
TOTAL	2380	100.0%	95.5%	91.1%	86.4%	81.5%	78.5%	73.8%	-26.2

Diff btw Trad & ACP	0	20	49	48	71	78	66	na
Diff btw PB & ACP	0	3	12	26	39	31	21	na

Employment Rate for White Teachers: Certification Class of 1995									
ROUTE	Number	1996	1997	1998	1999	2000	2001	2002	CHG
Traditional	4905	100.0%	92.2%	86.1%	79.2%	72.8%	67.3%	63.3%	-36.7
ACP	1214	100.0%	86.2%	77.3%	68.3%	63.7%	58.4%	54.1%	-45.9
Post-Bacc	1416	100.0%	90.1%	81.9%	75.4%	70.4%	66.4%	61.0%	-39.0
Experience	77	100.0%	88.3%	83.1%	75.3%	74.0%	68.8%	59.7%	-40.3
TOTAL	7612	100.0%	90.8%	83.8%	76.6%	70.8%	65.7%	61.4%	-38.6

Number of Teachers Employed if Individuals Were Enrolled in a Traditional or Post-Bacc. Program Rather than an Alternative Program									
Diff btw Trad & ACP	0	74	106	132	110	108	112	na	
Diff btw PB & ACP	0	48	55	86	82	97	84	na	

Diff btw Trad & ACP	=	the number of teachers employed if all individuals enrolled in an ACP had been enrolled in a Traditional program
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Diff btw PB & ACP	=	the number of teachers employed if all individuals enrolled in an ACP had been enrolled in a Post-Bacc program
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**Percentage of Teachers Employed by Teacher Race/Ethnicity and Certification
Route for the Initial Certification Class of 1996**

Percentage of African American Teachers Employed: Certification Class of 1996								
Route	Number	1997	1998	1999	2000	2001	2002	CHG
Traditional	374	84.0%	87.2%	82.9%	81.0%	78.3%	71.9%	-12.0
ACP	334	94.9%	87.7%	76.9%	73.4%	68.3%	65.3%	-29.6
Post-Bacc	186	84.9%	81.7%	78.5%	75.3%	71.0%	67.2%	-17.7
Experience	13	84.6%	84.6%	76.9%	76.9%	84.6%	76.9%	-7.7
TOTAL	906	88.1%	86.2%	79.7%	76.9%	73.2%	68.8%	-19.3

Diff btw Trad & ACP	-37	-2	20	26	34	22	na
Diff btw PB & ACP	-33	-20	5	6	9	6	na

Percentage of Hispanic Teachers Employed: Certification Class of 1996								
Route	Number	1997	1998	1999	2000	2001	2002	CHG
Traditional	1,820	87.6%	88.8%	87.7%	84.2%	81.6%	77.2%	-10.4
ACP	730	93.6%	89.3%	81.0%	76.7%	71.4%	66.8%	-26.7
Post-Bacc	374	84.5%	82.6%	78.6%	74.3%	70.9%	69.0%	-15.5
Experience	54	81.5%	77.8%	77.8%	70.4%	70.4%	68.5%	-13.0
TOTAL	2,974	88.6%	87.9%	84.7%	80.9%	77.6%	73.5%	-15.1

Diff btw Trad & ACP	-43	-4	50	55	75	76	na
Diff btw PB & ACP	-66	-49	-17	-17	-4	16	na

Percentage of White Teachers Employed: Certification Class of 1996								
Route	Number	1997	1998	1999	2000	2001	2002	CHG
Traditional	7,096	71.4%	75.2%	72.5%	68.2%	63.7%	59.6%	-11.9
ACP	1,450	88.6%	77.9%	69.7%	63.7%	58.6%	53.9%	-34.6
Post-Bacc	2,102	70.6%	70.6%	66.7%	62.5%	59.6%	55.4%	-15.1
Experience	136	75.7%	69.9%	66.9%	58.8%	55.9%	53.7%	-22.1
TOTAL	10,827	73.4%	74.4%	70.8%	66.2%	62.0%	57.8%	-15.6

Diff btw Trad & ACP	-248	-39	41	67	74	82	na
Diff btw PB & ACP	-261	-105	-42	-17	14	22	na

**Number of Teachers Employed if Individuals Were Enrolled in a Traditional or Post-Bacc. Program
Rather than an Alternative Program**

Diff btw Trad & ACP	-328	-44	111	147	182	180	na
Diff btw PB & ACP	-360	-174	-54	-28	20	44	na

Diff btw Trad & ACP

=

the number of teachers employed if all individuals enrolled in an ACP had been enrolled in a Traditional program

Diff btw PB & ACP

=

the number of teachers employed if all individuals enrolled in an ACP had been enrolled in a Post-Bacc program

Employment Rate for African American Teachers: Certification Class of 1996

Route	Number	1997	1998	1999	2000	2001	2002	CHG
Traditional	314	100.0%	95.9%	90.1%	87.9%	84.1%	76.8%	-23.2
ACP	317	100.0%	90.5%	79.5%	76.0%	70.7%	66.9%	-33.1
Post-Bacc	158	100.0%	93.0%	88.6%	84.2%	78.5%	75.3%	-24.7
Experience	11	100.0%	100.0%	90.9%	90.9%	100.0%	90.9%	-9.1
TOTAL	798	100.0%	93.2%	85.6%	82.5%	77.9%	72.9%	-27.1

Diff btw Trad & ACP	0	17	34	38	43	31	na
Diff btw PB & ACP	0	8	29	26	25	27	na

Employment Rate for Hispanic Teachers: Certification Class of 1996

Route	Number	1997	1998	1999	2000	2001	2002	CHG
Traditional	1,595	100.0%	96.4%	93.4%	88.8%	85.4%	80.3%	-19.7
ACP	683	100.0%	93.7%	84.3%	79.8%	74.1%	69.0%	-31.0
Post-Bacc	316	100.0%	93.0%	87.0%	80.7%	76.9%	74.4%	-25.6
Experience	44	100.0%	95.5%	93.2%	84.1%	84.1%	84.1%	-15.9
TOTAL	2,634	100.0%	95.3%	90.3%	85.4%	81.5%	76.7%	-23.3

Diff btw Trad & ACP	0	19	62	62	77	78	na
Diff btw PB & ACP	0	-5	18	6	19	37	na

Employment Rate for White Teachers: Certification Class of 1996								
Route	Number	1997	1998	1999	2000	2001	2002	CHG
Traditional	5,069	100.0%	92.7%	85.6%	79.5%	73.1%	67.9%	-32.1
ACP	1,284	100.0%	85.4%	76.2%	68.6%	63.5%	58.1%	-41.9
Post-Bacc	1,483	100.0%	90.2%	82.9%	76.1%	71.9%	66.7%	-33.3
Experience	103	100.0%	90.3%	85.4%	74.8%	69.9%	66.0%	-34.0
TOTAL	7,951	100.0%	91.0%	83.6%	77.0%	71.3%	66.1%	-33.9

Diff btw Trad & ACP	0	93	122	140	123	126	na
Diff btw PB & ACP	0	61	87	96	109	110	na

Number of Teachers Employed if Individuals Were Enrolled in a Traditional or Post-Bacc. Program Rather than an Alternative Program							
Diff btw Trad & ACP	0	128	217	239	243	234	na
Diff btw PB & ACP	0	65	134	128	153	174	na

Diff btw Trad & ACP	=	the number of teachers employed if all individuals enrolled in an ACP had been enrolled in a Traditional program.
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Diff btw PB & ACP	=	the number of teachers employed if all individuals enrolled in an ACP had been enrolled in a Post-Bacc program.
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**Percentage of Teachers Employed by Teacher Race/Ethnicity and Certification
Route for the Initial Certification Class of 1997**

Percentage of African American Teachers Employed: Certification Class of 1997							
Route	Number	1998	1999	2000	2001	2002	CHG
Traditional	278	84.5%	86.0%	83.1%	80.2%	78.1%	-6.5
ACP	291	94.8%	88.7%	82.1%	73.9%	68.7%	-26.1
Post-Bacc	174	85.1%	82.8%	81.6%	74.7%	69.5%	-15.5
Experience	29	89.7%	79.3%	75.9%	69.0%	69.0%	-20.7
TOTAL	775	88.8%	86.1%	82.1%	76.1%	72.3%	-16.5

Diff btw Trad & ACP	-30	-8	3	18	27	na
Diff btw PB & ACP	-28	-17	-2	2	2	na

Percentage of Hispanic Teachers Employed: Certification Class of 1997							
Route	Number	1998	1999	2000	2001	2002	CHG
Traditional	1,788	87.4%	87.8%	85.3%	82.2%	79.1%	-8.2
ACP	643	92.8%	84.8%	79.2%	73.7%	69.8%	-23.0
Post-Bacc	346	85.8%	82.7%	79.8%	76.0%	72.8%	-13.0
Experience	29	93.1%	86.2%	79.3%	72.4%	69.0%	-24.1
TOTAL	2,804	88.4%	86.4%	83.1%	79.4%	76.1%	-12.3

Diff btw Trad & ACP	-35	20	39	55	60	na
Diff btw PB & ACP	-45	-14	4	15	19	na

Percentage of White Teachers Employed: Certification Class of 1997							
Route	Number	1998	1999	2000	2001	2002	CHG
Traditional	6,753	73.5%	76.1%	72.8%	68.5%	64.0%	-9.5
ACP	1,409	87.4%	75.8%	69.7%	62.4%	58.3%	-29.1
Post-Bacc	2,010	73.6%	71.0%	64.8%	61.4%	58.4%	-15.2
Experience	129	74.4%	69.8%	65.9%	62.8%	54.3%	-20.2
TOTAL	10,331	75.4%	74.9%	70.7%	66.2%	62.1%	-13.3

Diff btw Trad & ACP	-196	4	44	87	80	na
Diff btw PB & ACP	-195	-68	-69	-14	1	na

Number of Teachers Employed if Individuals Were Enrolled in a Traditional or Post-Bacc. Program Rather than an Alternative Program

Diff btw Trad & ACP	-261	16	86	160	167	na
Diff btw PB & ACP	-269	-98	-66	3	23	na

Diff btw Trad & ACP	=	the number of teachers employed if all individuals enrolled in an ACP had been enrolled in a Traditional program.
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Diff btw PB & ACP	=	the number of teachers employed if all individuals enrolled in an ACP had been enrolled in a Post-Bacc program.
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Attrition Rate for African American Teachers: Certification Class of 1997

Route	Number	1998	1999	2000	2001	2002	CHG
Traditional	235	100.0%	97.0%	91.5%	87.2%	83.4%	-16.6
ACP	276	100.0%	92.0%	84.4%	75.4%	70.3%	-29.7
Post-Bacc	148	100.0%	94.6%	91.9%	82.4%	76.4%	-23.6
Experience	26	100.0%	88.5%	84.6%	76.9%	76.9%	-23.1
TOTAL	688	100.0%	94.2%	88.4%	81.0%	76.3%	-23.7

Diff btw Trad & ACP	0	14	20	33	36	na
Diff btw PB & ACP	0	7	21	20	17	na

Attrition Rate for Hispanic Teachers: Certification Class of 1997

Route	Number	1998	1999	2000	2001	2002	CHG
Traditional	1,562	100.0%	95.4%	91.7%	87.5%	84.1%	-15.9
ACP	597	100.0%	89.6%	83.4%	77.7%	74.0%	-26.0
Post-Bacc	321	100.0%	92.3%	88.9%	83.2%	79.5%	-20.5
Experience	27	100.0%	92.6%	85.2%	77.8%	74.1%	-25.9
TOTAL	2,480	100.0%	93.6%	89.3%	84.6%	81.0%	-19.0

Diff btw Trad & ACP	0	34	49	58	60	na
Diff btw PB & ACP	0	16	33	32	32	na

Attrition Rate for White Teachers: Certification Class of 1997

Route	Number	1998	1999	2000	2001	2002	CHG
Traditional	4,966	100.0%	92.0%	85.2%	78.8%	73.0%	-27.0
ACP	1,232	100.0%	84.3%	76.6%	67.9%	63.5%	-36.5
Post-Bacc	1,479	100.0%	88.0%	78.3%	73.2%	68.9%	-31.1
Experience	96	100.0%	90.6%	84.4%	82.3%	71.9%	-28.1
TOTAL	7,790	100.0%	90.0%	82.5%	76.1%	70.8%	-29.2

Diff btw Trad & ACP	0	94	105	134	118	na
Diff btw PB & ACP	0	46	21	65	67	na

Number of Teachers Employed if Individuals Were Enrolled in a Traditional or Post-Bacc. Program Rather than an Alternative Program

Diff btw Trad & ACP	0	142	174	225	214	na
Diff btw PB & ACP	0	68	74	117	116	na

Diff btw Trad & ACP	=	the number of teachers employed if all individuals enrolled in an ACP had been enrolled in a Traditional program.
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Diff btw PB & ACP	=	the number of teachers employed if all individuals enrolled in an ACP had been enrolled in a Post-Bacc program
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**Average Number and Percentage of Teachers Employed One Through Six Years After Obtaining Initial Certification
(1995 to 2000 Certification Classes)**

Organization Name	Avg # Cert	Average Number of Teachers Employed X Years After Certification					
		1 Year	2 Years	3 Years	4 Years	5 Years	6 Years
UNIV OF TEXAS AT ARLINGTON	271	214	220	209	205	197	184
UNIV OF TEXAS-AUSTIN	481	331	347	314	282	265	241
UNIV OF TEXAS-BROWNSVILLE	230	212	218	209	199	188	181
UNIV OF TEXAS-DALLAS	112	76	75	69	62	57	54
UNIV OF TEXAS-EL PASO	489	421	439	425	398	379	379
UNIV OF TEXAS-PAN AMERICAN	616	566	572	548	515	501	492
UNIV OF TEXAS-PERMIAN BASIN	129	105	106	101	94	89	97
UNIV OF TEXAS-SAN ANTONIO	474	382	397	379	351	319	286
UNIV OF TEXAS-TYLER	256	192	210	210	207	204	198
Univ of Texas System Total	3,058	2,498	2,586	2,463	2,313	2,200	2,111
TEXAS A & M UNIV-COMMERCE	421	355	376	365	353	348	354
TEXAS A & M UNIV-TEXARKANA	76	47	50	51	50	46	45
TEXAS A&M INTERNATIONAL UNIV	182	168	154	149	135	127	132
TEXAS A&M UNIV-CORPUS CHRISTI	273	205	214	204	192	193	197
TEXAS A&M UNIV	627	475	489	452	402	372	327
PRAIRIE VIEW A&M UNIV	108	95	93	91	77	65	58
WEST TEXAS A&M UNIV	278	213	231	223	210	201	195
TARLETON STATE UNIV	316	261	281	274	258	248	239
TEXAS A&M UNIV-KINGSVILLE	175	148	166	164	158	156	158
Texas A&M System Total	2,456	1,968	2,053	1,973	1,835	1,757	1,703
ANGELO STATE UNIV	242	181	217	210	194	186	179
LAMAR UNIV-BEAUMONT	270	220	225	216	203	184	184

SAM HOUSTON STATE UNIV	502	425	445	433	401	372	360
SOUTHWEST TEXAS STATE UNIV	717	549	574	551	517	476	449
SUL ROSS STATE UNIV-ALPINE	84	70	78	74	70	73	81
SUL ROSS STATE UNIV-RIO GRA	89	80	79	75	68	68	54
Texas State System Total	1,904	1,526	1,619	1,560	1,452	1,359	1,306
UNIV OF HOUSTON	469	377	373	345	309	273	250
UNIV OF HOUSTON-CLEAR LAKE	293	252	263	252	232	218	211
UNIV OF HOUSTON-DOWNTOWN	85	75	54	52	27	12	3
UNIV OF HOUSTON-VICTORIA	81	66	67	66	64	64	67
Univ of Houston System Total	928	770	757	715	632	567	531

Organization Name	Avg # Cert	Average Number of Teachers Employed X Years After Certification					
		1 Year	2 Years	3 Years	4 Years	5 Years	6 Years
ABILENE CHRISTIAN UNIV	137	90	92	89	80	71	63
AUSTIN COLLEGE	22	18	18	15	13	11	11
BAYLOR UNIV	267	177	178	170	153	139	119
CONCORDIA UNIV	31	12	14	15	12	14	15
DALLAS BAPTIST UNIV	48	36	34	31	27	24	19
EAST TEXAS BAPTIST UNIV	60	44	47	44	42	42	40
HARDIN-SIMMONS UNIV	87	56	61	62	60	59	51
HOUSTON BAPTIST UNIV	60	44	48	48	42	42	41
HOWARD PAYNE UNIV	63	46	51	50	44	45	43
HUSTON-TILLOTSON COLLEGE	22	20	18	18	15	14	11
JARVIS CHRISTIAN COLLEGE	7	7	7	6	6	7	8
LETOURNEAU UNIV	7	5	3	3	3	3	2
LUBBOCK CHRISTIAN UNIV	59	39	42	41	38	37	38
MCMURRY UNIV	61	44	49	49	48	48	48
OUR LADY OF THE LAKE UNIV	50	41	42	40	38	34	32
PAUL QUINN COLLEGE	13	11	12	11	12	11	16
RICE UNIV	13	7	6	4	4	4	4

SAN FELIPE-DEL RIO CONS ISD	5	4	3	2	3	2	2
SCHREINER UNIV	16	12	13	14	16	16	17
SOUTHERN METHODIST UNIV	45	29	28	24	21	15	13
SOUTHWESTERN A/G UNIV	33	22	20	19	17	14	11
S'WESTERN ADVENTIST COLLEGE	17	10	12	11	13	13	11
SOUTHWESTERN UNIV	21	15	16	14	12	12	11
ST EDWARD'S UNIV	39	27	31	29	28	27	25
ST MARY'S UNIV	50	39	43	42	42	40	37
TEXAS CHRISTIAN UNIV	127	89	88	81	72	63	57
TEXAS LUTHERAN UNIV	26	22	23	23	20	17	19
TEXAS WESLEYAN UNIV	72	61	65	62	54	57	49
TRINITY UNIV	41	31	31	25	22	17	19
UNIV OF CENTRAL TEXAS	8	6	11	9	3	.	.
UNIV OF DALLAS	20	11	9	9	7	6	7
TEXAS COLLEGE	3	2	3	4	3	3	5
UNIV OF MARY HARDIN-BAYLOR	129	103	104	96	87	82	81
UNIV OF ST THOMAS	44	33	31	30	30	23	18
UNIV OF THE INCARNATE WORD	39	33	31	30	26	26	29
WAYLAND BAPTIST UNIV	68	50	50	47	41	38	44
WILEY COLLEGE	5	4	3	3	3	3	4
Private Institution Total	1,815	1,297	1,337	1,269	1,153	1,078	1,012

Organization Name	Avg # Cert	Average Number of Teachers Employed X Years After Certification					
		1 Year	2 Years	3 Years	4 Years	5 Years	6 Years
MIDWESTERN STATE UNIV	116	89	94	92	85	86	82
UNIV OF NORTH TEXAS	555	437	437	411	386	358	316
STEPHEN F AUSTIN STATE UNIV	546	434	468	452	425	398	385
TEXAS SOUTHERN UNIV	115	101	95	88	80	71	59
TEXAS TECH UNIV	477	357	359	343	314	289	258
TEXAS WOMAN'S UNIV	341	263	290	272	265	264	273

Independent Public Total	2,150	1,682	1,743	1,659	1,555	1,467	1,373
REG II ESC	26	24	21	20	17	17	14
REG III ESC	41	37	28	26	23	20	22
REG IV ESC	383	350	281	253	234	201	203
REG VI ESC	47	44	38	35	30	28	26
REG VII ESC	12	12	.	.	.	.	.
REG IX ESC	11	10	8	7	8	6	.
REG X ESC	161	149	122	109	92	72	70
REG XI ESC	260	239	180	165	133	110	92
REG XII ESC	141	122	102	91	82	69	51
REG XIII ESC	170	153	119	104	98	91	89
REG XIV ESC	15	13	13	13	14	15	15
REG XV ESC	2	2	2	2	2	2	2
REG XVIII ESC	80	72	63	57	49	42	37
REG XIX ESC	40	39	30	28	20	13	10
REG XX ESC	166	156	143	137	124	113	99
Region Service Center Total	1,555	1,423	1,150	1,046	927	800	727
DALLAS ISD	225	211	191	177	161	140	131
HOUSTON ISD	261	226	209	188	187	210	223
FORT WORTH ISD	39	36	30	26	22	18	19
PASADENA ISD	47	44	33	30	27	21	22
School District Total	572	517	463	421	396	388	395
All Public Institution Total*	10,496	8,444	8,758	8,370	7,787	7,348	7,023
All Private Institution Total	1,815	1,297	1,337	1,269	1,153	1,078	1,012
STATE of TEXAS	14,348	11,612	11,629	11,032	10,183	9,533	9,055

The employment snapshot is taken in October each academic year. Thus, only those employed at that time are included in the analysis.

The totals for all institutions exceed the totals for the state because some individuals attended more than one institution.

* Does NOT include service centers or school districts

Organization Name	Avg # Cert	Average Percentage of Teachers Employed X Years After Certification					
		1 Year	2 Years	3 Years	4 Years	5 Years	6 Years
UNIV OF TEXAS AT ARLINGTON	271	78.8	75.4	71.0	67.0	63.9	60.9
UNIV OF TEXAS-AUSTIN	481	69.5	69.4	61.5	55.7	50.5	45.5
UNIV OF TEXAS-BROWNSVILLE	230	92.4	90.8	86.5	81.9	78.7	76.1
UNIV OF TEXAS-DALLAS	112	69.2	64.9	57.3	52.1	47.5	42.3
UNIV OF TEXAS-EL PASO	489	86.3	84.1	80.4	76.1	71.6	69.6
UNIV OF TEXAS-PAN AMERICAN	616	92.0	88.8	84.6	81.5	78.1	74.5
UNIV OF TEXAS-PERMIAN BASIN	129	81.2	82.4	77.5	73.6	66.6	67.6
UNIV OF TEXAS-SAN ANTONIO	474	80.6	80.4	76.2	72.9	68.4	64.3
UNIV OF TEXAS-TYLER	256	76.4	78.3	76.8	75.1	71.6	66.5
Univ of Texas System Total	3,058	81.7%	84.6%	80.5%	75.6%	71.9%	69.0%
TEXAS A & M UNIV-COMMERCE	421	85.1	84.2	80.7	77.0	72.8	68.0
TEXAS A & M UNIV-TEXARKANA	76	62.0	61.9	63.2	61.4	57.3	52.9
TEXAS A&M INTERNATIONAL UNIV	182	92.3	89.2	85.7	80.0	75.1	71.3
TEXAS A&M UNIV-CORPUS CHRISTI	273	75.4	76.7	72.5	69.9	68.9	67.9
TEXAS A&M UNIV	627	76.0	74.2	68.0	61.0	54.9	48.5
PRAIRIE VIEW A&M UNIV	108	88.1	83.1	79.8	73.5	68.7	63.7
WEST TEXAS A&M UNIV	278	77.3	78.4	75.2	71.4	67.4	62.5
TARLETON STATE UNIV	316	82.9	82.5	79.9	75.9	72.0	69.5
TEXAS A&M UNIV-KINGSVILLE	175	85.4	87.3	85.3	81.2	77.3	72.4
Texas A&M System Total	2,456	80.1%	83.6%	80.3%	74.7%	71.5%	69.3%
ANGELO STATE UNIV	242	74.9	79.6	76.9	75.3	71.6	66.7
LAMAR UNIV-BEAUMONT	270	81.4	80.3	77.0	73.7	70.2	68.3

SAM HOUSTON STATE UNIV	502	85.0	83.6	80.9	76.0	71.2	65.5
SOUTHWEST TEXAS STATE UNIV	717	76.7	76.8	73.4	68.7	63.8	60.6
SUL ROSS STATE UNIV-ALPINE	84	84.1	83.7	80.0	74.0	72.9	72.5
SUL ROSS STATE UNIV-RIO GRA	89	89.1	88.1	83.4	79.4	76.0	68.1
Texas State System Total	1,904	80.1%	85.0%	81.9%	76.3%	71.4%	68.6%
UNIV OF HOUSTON	469	80.2	77.7	70.9	65.6	61.1	55.2
UNIV OF HOUSTON-CLEAR LAKE	293	86.3	84.4	80.4	74.1	71.9	69.2
UNIV OF HOUSTON-DOWNTOWN	85	91.6	84.5	75.6	67.3	62.3	60.0
UNIV OF HOUSTON-VICTORIA	81	81.7	83.2	79.6	78.6	74.8	75.7
Univ of Houston System Total	928	83.0%	81.6%	77.1%	68.1%	61.1%	57.2%

Organization Name	Avg # Cert	Average Percentage of Teachers Employed X Years After Certification					
		1 Year	2 Years	3 Years	4 Years	5 Years	6 Years
ABILENE CHRISTIAN UNIV	137	66.1	67.7	63.7	56.6	49.6	43.8
AUSTIN COLLEGE	22	81.7	79.6	64.7	60.6	55.9	47.3
BAYLOR UNIV	267	66.4	65.4	61.1	54.6	49.2	42.8
CONCORDIA UNIV	31	40.4	42.5	48.0	36.2	40.2	35.5
DALLAS BAPTIST UNIV	48	76.1	69.5	61.3	60.8	56.0	47.7
EAST TEXAS BAPTIST UNIV	60	73.9	71.9	67.9	66.2	61.1	63.0
HARDIN-SIMMONS UNIV	87	64.4	69.3	67.6	68.1	65.4	58.9
HOUSTON BAPTIST UNIV	60	75.5	77.0	74.7	66.8	62.3	61.7
HOWARD PAYNE UNIV	63	75.3	76.4	72.1	72.4	68.8	67.3
HUSTON-TILLOTSON COLLEGE	22	91.4	89.6	91.8	79.8	83.8	68.9
JARVIS CHRISTIAN COLLEGE	7	62.0	51.6	54.1	55.7	44.4	38.1

LETOURNEAU UNIV	7	91.6	91.5	83.6	82.7	83.5	72.4
LUBBOCK CHRISTIAN UNIV	59	66.7	69.8	67.2	65.6	61.5	59.7
MCMURRY UNIV	61	72.5	78.2	77.2	76.6	76.1	73.0
OUR LADY OF THE LAKE UNIV	50	81.7	82.5	78.8	80.3	72.1	72.0
PAUL QUINN COLLEGE	13	83.9	86.3	79.2	81.7	80.2	83.5
RICE UNIV	13	49.2	39.4	26.3	26.4	23.8	18.9
SAN FELIPE-DEL RIO CONS ISD	5	66.7	72.8	69.8	82.5	76.7	65.0
SCHREINER UNIV	16	73.3	70.4	79.4	78.6	71.2	71.3
SOUTHERN METHODIST UNIV	45	62.4	61.0	51.0	46.1	36.7	32.2
SOUTHWESTERN A/G UNIV	33	63.3	61.3	56.6	52.9	47.6	40.9
S'WESTERN ADVENTIST COLLEGE	17	61.7	57.6	53.1	55.6	58.8	52.1
SOUTHWESTERN UNIV	21	73.4	64.0	61.1	53.3	57.6	48.9
ST EDWARD'S UNIV	39	68.9	73.5	70.3	63.6	57.0	52.5
ST MARY'S UNIV	50	77.5	76.8	76.3	75.0	69.6	62.5
TEXAS CHRISTIAN UNIV	127	70.1	67.3	60.7	54.8	45.6	38.4
TEXAS LUTHERAN UNIV	26	83.5	83.4	78.9	70.1	62.4	66.3
TEXAS WESLEYAN UNIV	72	84.6	85.2	81.0	72.2	72.5	61.7
TRINITY UNIV	41	77.1	72.3	58.2	49.6	38.9	41.1
UNIV OF CENTRAL TEXAS	8	70.7	59.4	80.4	100.0	.	.
UNIV OF DALLAS	20	55.0	43.3	42.7	38.6	30.5	35.2
TEXAS COLLEGE	3	68.3	91.7	93.8	87.5	86.1	87.5
UNIV OF MARY HARDIN-BAYLOR	129	79.8	77.2	70.7	66.2	63.8	59.0
UNIV OF ST THOMAS	44	74.0	67.8	64.7	58.7	48.5	38.6
UNIV OF THE INCARNATE WORD	39	83.8	82.8	78.5	74.3	68.0	70.8
WAYLAND BAPTIST UNIV	68	72.8	71.2	66.8	63.0	60.1	63.0
WILEY COLLEGE	5	80.0	60.0	40.0	60.0	40.0	40.0
Private Institution Total	1,815	71.4%	73.7%	69.9%	63.5%	59.4%	55.7%

Organization Name	Avg # Cert	Average Percentage of Teachers Employed X Years After Certification					
		1 Year	2 Years	3 Years	4 Years	5 Years	6 Years
MIDWESTERN STATE UNIV	116	77.4	77.1	74.9	71.3	70.0	64.7
UNIV OF NORTH TEXAS	555	79.2	77.6	72.1	66.9	62.1	54.2
STEPHEN F AUSTIN STATE UNIV	546	80.2	80.2	75.8	71.9	66.0	61.3
TEXAS SOUTHERN UNIV	115	88.0	86.6	80.0	78.4	74.1	67.5
TEXAS TECH UNIV	477	75.3	73.6	68.7	64.6	59.6	53.6
TEXAS WOMAN'S UNIV	341	79.3	77.0	70.8	66.1	63.0	58.1
Independent Public Total	2,150	78.2%	81.1%	77.2%	72.3%	68.2%	63.8%
REG II ESC	26	92.1	83.2	79.8	72.7	69.3	58.9
REG III ESC	41	91.0	81.6	74.9	70.3	66.4	70.3
REG IV ESC	383	91.3	83.0	74.6	69.5	63.8	61.5
REG VI ESC	47	93.0	84.7	74.6	67.2	63.3	56.7
REG VII ESC	12	100.0	.	.	.	.	.
REG IX ESC	11	94.0	84.4	81.1	88.3	85.7	.
REG X ESC	161	92.7	83.3	74.5	67.8	60.0	57.8
REG XI ESC	260	91.8	85.8	78.3	70.6	65.7	58.6
REG XII ESC	141	86.7	76.3	67.5	62.6	58.7	48.6
REG XIII ESC	170	89.9	77.4	67.5	60.0	54.3	51.0
REG XIV ESC	15	88.7	80.5	76.4	79.0	78.6	77.6
REG XV ESC	2	100.0	100.0	100.0	100.0	100.0	100.0
REG XVIII ESC	80	90.6	84.6	76.4	69.7	62.9	58.9
REG XIX ESC	40	97.6	89.7	84.6	81.9	77.1	74.5

REG XX ESC	166	93.7	86.8	82.9	77.0	71.0	63.3
Region Service Center Total	1,555	91.5%	73.9%	67.3%	59.6%	51.4%	46.7%
DALLAS ISD	225	93.6	84.2	77.1	69.6	61.5	56.8
HOUSTON ISD	261	87.2	73.5	65.3	59.8	58.3	56.7
FORT WORTH ISD	39	92.7	84.9	70.2	63.6	57.6	63.0
PASADENA ISD	47	92.7	83.4	75.1	67.6	54.5	56.6
School District Total	572	90.5%	81.0%	73.6%	69.3%	67.9%	69.0%
All Public Institution Total*	10,496	80.4%	83.4%	79.7%	74.2%	70.0%	66.9%
All Private Institution Total	1,815	71.4%	73.7%	69.9%	63.5%	59.4%	55.7%
STATE of TEXAS	14,348	80.9%	81.1%	76.9%	71.0%	66.4%	63.1%

The employment snapshot is taken in October each academic year. Thus, only those employed at that time are included in the analysis.

The totals for all institutions exceed the totals for the state because some individuals attended more than one institution.

* Does NOT include service centers or school districts

**Percentage of Teachers Employed One to Six Years After Obtaining Initial Certification by Educator Preparation
Organization
(Certification Class of 1995 through 2001)**

Organization Name	Percentage of Teachers Employed: Year 1							Percentage of Teachers Employed: Year 2						
	Initial Certification Class							Initial Certification Class						
	1995	1996	1997	1998	1999	2000	2001	1995	1996	1997	1998	1999	2000	
UNIV OF TEXAS AT ARLINGTON	66.4	77.2	72.8	84.6	85.3	78.0	87.5	70.3	76.9	71.0	80.2	77.1	76.8	
UNIV OF TEXAS-AUSTIN	56.4	64.1	66.5	74.6	68.1	80.1	77.1	65.3	66.2	68.0	73.5	67.3	76.0	
UNIV OF TEXAS-BROWNSVILLE	93.9	87.5	92.5	91.8	92.5	96.3	92.4	91.5	89.4	90.5	89.0	91.2	93.1	
UNIV OF TEXAS-DALLAS	58.3	54.7	66.1	70.9	69.4	83.5	81.6	61.7	59.0	61.5	71.8	60.3	75.3	
UNIV OF TEXAS-EL PASO	87.1	82.2	82.4	88.1	86.2	89.3	88.8	84.0	80.7	81.8	84.3	85.4	88.3	
UNIV OF TEXAS-PAN AMERICAN	93.5	91.0	89.9	91.2	90.4	94.4	93.4	90.7	88.0	86.7	89.1	87.2	91.4	
UNIV OF TEXAS-PERMIAN BASIN	80.3	73.3	77.8	91.7	66.4	88.5	90.4	82.9	81.5	79.5	78.7	87.3	84.6	
UNIV OF TEXAS-SAN ANTONIO	74.8	74.2	78.6	82.7	81.9	86.4	85.9	75.3	78.8	79.0	82.7	83.5	82.9	
UNIV OF TEXAS-TYLER	63.1	65.1	67.4	80.7	81.7	89.3	87.5	69.5	74.1	75.4	82.3	83.3	85.0	
Univ of Texas System Total	74.9	74.4	77.1	84.0	80.2	87.3	87.2	76.8	77.2	77.0	81.3	80.3	83.7	
TEXAS A & M UNIV-COMMERCE	75.7	81.7	84.1	88.0	85.8	89.1	91.7	78.5	83.1	85.6	85.5	83.9	88.8	
TEXAS A & M UNIV-TEXARKANA	53.2	60.0	62.7	61.4	67.9	62.3	66.7	53.2	58.7	60.0	65.1	75.6	59.0	
TEXAS A&M INTERNATIONAL UNIV	90.2	91.8	92.1	93.3	92.7	93.7	92.2	87.4	88.2	87.9	91.5	88.1	92.1	
TEXAS A&M UNIV-CORPUS CHRISTI	68.5	69.7	70.0	75.8	79.1	79.9	84.6	73.6	72.8	76.2	77.7	78.8	81.2	
TEXAS A&M UNIV	70.8	74.1	74.6	76.7	77.6	80.2	77.9	73.8	73.4	72.2	73.8	75.4	76.9	
PRAIRIE VIEW A&M UNIV	86.5	82.4	89.3	85.8	87.6	93.7	91.7	83.3	77.6	83.5	79.1	82.4	92.4	
WEST TEXAS A&M UNIV	72.1	71.4	75.8	76.3	77.3	84.8	83.5	75.5	77.8	79.5	79.2	77.0	81.7	
TARLETON STATE UNIV	78.0	80.6	80.4	82.3	85.0	85.4	88.6	79.9	83.4	81.6	83.2	82.2	85.0	
TEXAS A&M UNIV-KINGSVILLE	77.2	77.4	86.3	86.9	85.9	91.1	92.9	79.7	83.8	92.3	86.9	88.6	92.7	
Texas A&M System Total	74.7	76.6	79.5	80.7	82.1	84.5	85.5	76.1	77.6	79.8	80.2	81.3	83.3	

	1995	1996	1997	1998	1999	2000	2001	1995	1996	1997	1998	1999	2000
ANGELO STATE UNIV	69.8	71.1	71.7	76.1	80.1	75.7	79.6	75.2	80.2	80.7	83.7	78.6	79.1
LAMAR UNIV-BEAUMONT	73.6	75.2	78.9	87.2	83.2	85.4	86.2	76.0	75.5	82.1	86.2	80.6	81.3
SOUTHWEST TEXAS STATE UNIV	69.4	71.2	75.6	77.0	78.9	79.8	85.0	72.4	76.9	77.1	76.6	79.1	78.9
SAM HOUSTON STATE UNIV	75.9	82.1	84.7	84.4	87.6	90.2	90.5	80.6	84.0	82.8	82.2	86.0	85.8
SUL ROSS STATE UNIV-ALPINE	80.5	83.0	81.8	90.8	82.2	90.2	80.3	78.8	83.0	81.8	86.8	90.0	82.0
SUL ROSS STATE UNIV-RIO GRA	94.7	84.3	88.1	86.3	92.8	87.3	90.3	94.7	81.9	82.6	89.0	90.1	90.1
Texas State System Total	77.3	77.8	80.1	83.6	84.1	84.8	85.3	79.6	80.3	81.2	84.1	84.1	82.8
UNIV OF HOUSTON	65.4	78.4	80.5	84.4	84.5	84.0	84.4	71.3	77.1	76.2	80.3	78.2	83.3
UNIV OF HOUSTON-CLEAR LAKE	82.8	81.4	87.0	84.8	88.1	90.8	89.2	84.8	82.1	86.7	81.5	83.6	87.8
UNIV OF HOUSTON-DOWNTOWN	.	100	93.5	90.9	87.3	89.2	88.7	.	80.0	83.9	83.1	85.2	90.1
UNIV OF HOUSTON-VICTORIA	74.4	68.1	83.3	79.2	84.3	97.0	85.7	76.7	73.6	84.6	84.7	84.3	95.5
Univ of Houston System Total	74.2	82.0	86.1	84.8	86.0	90.3	87.0	77.6	78.2	82.8	82.4	82.8	89.2

Organization Name	Percentage of Teachers Employed: Year 1							Percentage of Teachers Employed: Year 2						
	Initial Certification Class							Initial Certification Class						
	1995	1996	1997	1998	1999	2000	2001	1995	1996	1997	1998	1999	2000	
ABILENE CHRISTIAN UNIV	52.1	57.1	58.9	63.9	73.5	77.4	79.6	59.6	61.4	64.4	72.2	72.1	76.6	
AUSTIN COLLEGE	92.6	88.2	68.8	69.2	75.0	93.3	84.6	81.5	82.4	68.8	69.2	82.1	93.3	
BAYLOR UNIV	63.6	62.6	67.1	61.9	65.3	72.6	71.5	66.7	63.0	65.1	61.5	63.5	72.6	
CONCORDIA UNIV	22.0	30.2	40.0	48.3	58.3	40.9	43.3	31.7	44.2	52.0	41.4	58.3	27.3	
DALLAS BAPTIST UNIV	59.6	80.0	70.2	74.5	78.6	85.4	84.1	59.6	57.1	70.2	70.6	74.3	85.4	
EAST TEXAS BAPTIST UNIV	65.6	57.1	67.9	70.6	86.8	78.6	90.7	70.3	66.7	74.4	68.6	77.9	73.2	
HARDIN-SIMMONS UNIV	52.8	69.0	50.5	64.6	59.0	75.0	79.7	70.8	68.0	64.6	67.1	64.8	80.6	
HOUSTON BAPTIST UNIV	51.4	67.7	76.5	83.0	84.6	82.2	82.7	63.9	75.8	79.4	79.2	81.5	82.2	
HOWARD PAYNE UNIV	72.5	82.8	82.1	70.5	60.0	76.5	82.5	78.3	81.0	73.1	75.0	66.4	84.3	
HUSTON-TILLOTSON COLLEGE	94.4	90.9	90.5	95.2	96.3	85.2	87.5	83.3	100	85.7	90.5	92.6	85.2	
JARVIS CHRISTIAN COLLEGE	100	88.2	80.0	100.0	87.5	85.7	100.0	100	88.2	100.0	100.0	75.0	85.7	
LETOURNEAU UNIV	66.7	71.4	42.9	75.0	55.6	50.0	72.2	33.3	71.4	71.4	75.0	33.3	25.0	
LUBBOCK CHRISTIAN UNIV	63.2	59.4	66.0	70.0	64.9	66.1	77.4	66.7	69.6	67.9	68.0	71.6	75.0	

	1995	1996	1997	1998	1999	2000	2001	1995	1996	1997	1998	1999	2000
MCMURRY UNIV	71.7	64.3	70.5	71.9	73.9	81.6	73.3	68.3	75.7	86.9	78.9	79.7	79.6
OUR LADY OF THE LAKE UNIV	80.4	94.4	78.6	88.2	76.2	73.7	80.0	76.5	91.7	75.0	94.1	76.2	81.6
PAUL QUINN COLLEGE	50.0	85.7	100	86.7	91.7	80.0	93.3	62.5	95.2	100	80.0	100.0	80.0
RICE UNIV	62.5	66.7	45.5	53.8	33.3	42.9	40.0	50.0	38.1	18.2	53.8	33.3	42.9
SAN FELIPE-DEL RIO CONS ISD	80.0	.	.	.	.	.	.	60.0	.	.	.	.	.
SCHREINER UNIV	55.6	72.4	61.9	76.9	90.0	63.6	92.3	66.7	82.8	66.7	61.5	90.0	54.5
SOUTHERN METHODIST UNIV	50.0	54.5	56.1	76.9	70.7	64.3	64.1	46.2	60.6	65.9	61.5	67.2	64.3
SOUTHWESTERN A/G UNIV	38.9	45.5	73.5	59.5	71.7	77.4	76.5	38.9	51.5	64.7	64.9	67.4	80.6
SOUTHWESTERN UNIV	66.7	61.5	81.8	72.0	81.5	69.2	81.3	61.1	61.5	77.3	64.0	74.1	46.2
ST EDWARD'S UNIV	51.4	65.5	64.6	77.8	87.1	59.4	76.5	56.8	69.1	72.9	86.1	90.3	65.6
ST MARY'S UNIV	84.5	82.0	76.4	78.3	73.6	76.7	71.0	93.1	73.8	74.5	80.4	71.7	67.4
S'WESTERN ADVENTIST COLLEGE	65.2	50.0	63.6	60.0	58.3	60.0	75.0	56.5	55.0	68.2	64.0	41.7	60.0
TEXAS CHRISTIAN UNIV	62.6	65.6	74.6	65.2	70.1	79.6	73.0	61.2	64.9	72.1	60.9	70.1	74.3
TEXAS COLLEGE	75.0	66.7	.0	100.0	.	100.0	.	75.0	83.3	100	100.0	.	100.0
TEXAS LUTHERAN UNIV	73.3	70.4	95.7	87.1	81.3	94.1	82.6	76.7	74.1	87.0	87.1	81.3	94.1
TEXAS WESLEYAN UNIV	76.6	84.9	85.5	83.6	87.5	87.5	86.7	78.1	88.2	88.2	78.7	88.6	89.6
TRINITY UNIV	75.6	68.6	79.5	83.0	73.2	83.3	76.7	75.6	62.7	74.4	74.5	65.9	80.6
UNIV OF CENTRAL TEXAS	.	.	.	100.0	82.6	.0	100.0	.	.	.	100.0	78.3	.0
UNIV OF DALLAS	52.9	50.0	68.4	47.4	53.8	53.3	59.1	47.1	50.0	52.6	42.1	34.6	33.3
UNIV OF MARY HARDIN-BAYLOR	79.1	75.6	74.6	85.3	81.2	83.8	79.3	79.9	74.1	73.7	77.2	77.3	81.1
UNIV OF ST THOMAS	73.5	61.4	76.6	73.8	72.0	71.9	88.9	69.4	63.6	61.7	76.9	60.0	75.0
UNIV OF THE INCARNATE WORD	89.4	88.2	86.1	72.0	78.8	87.5	84.8	85.1	91.2	80.6	72.0	71.2	96.9
WAYLAND BAPTIST UNIV	71.6	78.9	60.8	66.7	80.9	74.0	76.6	68.7	73.2	64.7	66.7	79.8	74.0
WILEY COLLEGE	66.7	60.0	.0	66.7	85.7	87.5	100.0	66.7	80.0	50.0	66.7	85.7	87.5
Private Institution Total	66.9	69.1	66.7	74.4	74.3	72.8	79.0	66.3	71.1	71.8	73.1	71.4	71.0

Organization Name	Percentage of Teachers Employed: Year 1							Percentage of Teachers Employed: Year 2						
	Initial Certification Class							Initial Certification Class						
	1995	1996	1997	1998	1999	2000	2001	1995	1996	1997	1998	1999	2000	
MIDWESTERN STATE UNIV	66.4	71.0	73.7	82.4	77.1	80.0	91.2	71.1	72.6	80.5	81.5	75.7	81.0	
UNIV OF NORTH TEXAS	68.7	75.9	75.6	79.9	79.9	87.3	86.9	72.6	78.8	79.3	75.6	77.6	81.4	
STEPHEN F AUSTIN STATE UNIV	70.8	75.3	76.0	80.8	84.2	85.9	88.1	72.8	77.9	77.3	82.0	83.5	87.9	
TEXAS SOUTHERN UNIV	76.0	87.5	86.6	93.3	90.9	88.8	92.6	82.3	90.0	84.8	88.3	86.0	87.9	
TEXAS TECH UNIV	65.5	72.6	73.4	79.4	70.6	86.0	79.4	66.0	73.7	72.4	78.6	68.3	82.9	
TEXAS WOMAN'S UNIV	68.7	76.1	74.2	79.0	84.3	88.8	83.8	73.0	76.4	76.7	74.5	78.1	83.5	
Independent Public Total	69.4	76.4	76.6	82.5	81.2	86.1	87.0	73.0	78.2	78.5	80.1	78.2	84.1	
REG II ESC	89.3	88.9	100	95.5	86.2	95.2	89.7	71.4	88.9	89.3	95.5	82.8	71.4	
REG III ESC	81.8	96.4	87.1	92.5	94.9	94.9	89.6	78.8	82.1	74.2	82.5	87.2	84.6	
REG IV ESC	88.4	93.9	91.1	91.1	90.9	92.2	91.3	81.9	87.1	76.0	84.6	82.6	85.5	
REG IX ESC	.	.	100	90.9	100.0	86.7	92.3	.	.	100	90.9	66.7	80.0	
REG VI ESC	88.9	95.6	97.7	95.7	84.9	97.7	90.6	80.0	77.8	86.0	87.0	77.4	100.0	
REG VII ESC	.	.	.	.	.	.	100.0	.	.	.	.	.	.
REG X ESC	89.6	93.1	93.3	93.3	95.2	93.1	91.1	78.1	89.7	78.3	85.5	84.0	84.5	
REG XI ESC	91.5	92.1	90.6	91.1	92.3	92.1	92.6	89.0	84.3	85.9	86.2	86.6	83.1	
REG XII ESC	84.4	86.4	88.7	84.0	88.2	89.9	85.5	74.4	72.9	76.1	76.3	79.6	78.7	
REG XIII ESC	88.5	90.8	88.2	86.5	92.9	90.1	92.0	76.5	75.0	77.0	75.0	81.0	79.8	
REG XIV ESC	86.4	93.3	100	92.3	80.0	90.0	78.9	90.9	80.0	95.2	76.9	60.0	80.0	
REG XIX ESC	100	100	100	97.9	96.9	94.1	94.0	84.6	92.9	96.0	87.5	90.8	86.3	
REG XV ESC	100	.	.	.	.	.	.	100	.	.	.	.	.
REG XVIII ESC	88.9	96.7	92.1	88.9	93.4	85.4	89.0	85.7	88.5	81.6	81.5	87.9	82.3	
REG XX ESC	91.3	94.0	90.9	95.1	95.1	95.7	94.0	83.5	86.3	86.7	90.2	87.0	87.2	
Region Service Center Total	89.9	93.4	93.8	91.9	91.6	92.1	90.8	82.7	83.8	84.8	84.6	81.0	83.3	
DALLAS ISD	91.6	95.3	91.3	89.7	94.3	97.9	94.9	78.3	83.6	82.2	85.6	85.2	90.5	
FORT WORTH ISD	92.9	97.0	91.7	90.2	95.5	95.5	86.0	85.7	87.9	77.8	80.5	84.1	93.2	
HOUSTON ISD	85.6	83.1	81.0	93.0	89.6	87.0	91.1	79.7	73.8	67.3	77.8	72.5	70.0	
PASADENA ISD	88.1	91.7	94.4	88.9	90.5	96.2	98.7	76.2	80.6	83.3	80.0	88.1	92.5	

	1995	1996	1997	1998	1999	2000	2001	1995	1996	1997	1998	1999	2000
School District Total	89.6	91.8	89.6	90.5	92.5	94.1	92.7	80.0	81.5	77.6	81.0	82.5	86.5
All Public Institution Total	73.4	76.6	78.5	77.3	82.1	86.2	86.4	75.9	78.5	78.7	76.0	80.5	83.8
All Private Institution Total	65.4	67.9	69.7	71.4	73.2	76.0	77.6	67.7	69.3	70.7	70.5	71.9	75.6
STATE of TEXAS	74.5	77.4	78.7	82.3	82.3	85.9	86.4	75.5	77.8	77.8	80.0	79.7	82.7

The employment snapshot is taken in October each academic year. Thus, only those employed at that time are included in the analysis. The totals for all institutions exceed the state totals because some individuals attended more than one institution.

Organization Name	% of Teachers Employed: Year 3					% of Teachers Employed: Yr 4			
	Initial Certification Class					Initial Certification Class			
	1995	1996	1997	1998	1999	1995	1996	1997	1998
UNIV OF TEXAS AT ARLINGTON	67.1	72.2	69.8	74.5	71.4	63.6	69.6	65.7	68.8
UNIV OF TEXAS-AUSTIN	61.7	59.2	60.3	63.6	62.8	58.3	52.3	54.3	58.1
UNIV OF TEXAS-BROWNSVILLE	84.4	85.6	88.4	86.3	87.9	78.8	83.7	85.5	79.6
UNIV OF TEXAS-DALLAS	52.2	54.7	57.8	62.4	59.5	51.3	47.5	51.4	58.1
UNIV OF TEXAS-EL PASO	81.9	78.4	77.0	82.7	82.1	76.9	73.5	76.0	78.1
UNIV OF TEXAS-PAN AMERICAN	87.3	83.6	84.2	84.9	83.1	82.3	81.2	80.2	82.3
UNIV OF TEXAS-PERMIAN BASIN	82.2	77.8	59.0	83.3	85.1	75.0	64.4	74.4	80.6
UNIV OF TEXAS-SAN ANTONIO	71.5	75.8	76.2	78.4	79.2	71.9	72.2	73.3	74.2
UNIV OF TEXAS-TYLER	68.9	78.8	78.4	78.7	79.1	68.3	76.5	78.8	76.7
Univ of Texas System Total	73.0	74.0	72.3	77.2	76.7	69.6	69.0	71.0	72.9
TEXAS A & M UNIV-COMMERCE	77.3	80.9	81.8	82.5	80.9	73.4	79.6	79.0	75.9
TEXAS A & M UNIV-TEXARKANA	53.2	61.3	60.0	71.1	70.5	54.3	65.3	58.7	67.5
TEXAS A&M INTERNATIONAL UNIV	86.2	86.2	80.7	86.7	88.6	81.0	79.5	77.1	82.4
TEXAS A&M UNIV-CORPUS CHRISTI	72.6	74.6	71.2	71.9	72.0	70.5	73.5	68.1	67.3
TEXAS A&M UNIV	68.4	69.6	65.5	65.8	71.0	60.8	62.7	59.5	61.0

PRAIRIE VIEW A&M UNIV	84.4	71.8	82.5	79.1	81.0	74.0	67.1	76.7	76.1
	1995	1996	1997	1998	1999	1995	1996	1997	1998
WEST TEXAS A&M UNIV	73.5	74.2	75.1	78.8	74.7	70.7	68.1	72.2	74.6
TARLETON STATE UNIV	78.8	80.3	82.4	78.0	80.2	74.2	78.4	76.4	74.6
TEXAS A&M UNIV-KINGSVILLE	78.7	81.2	87.5	89.1	89.7	75.2	79.5	82.1	88.0
Texas A&M System Total	74.8	75.5	76.3	78.1	78.7	70.5	72.6	72.2	74.2
ANGELO STATE UNIV	71.4	79.5	77.9	80.1	75.9	71.8	77.7	74.2	77.7
LAMAR UNIV-BEAUMONT	74.4	74.8	80.5	81.4	74.0	68.1	71.6	76.9	78.2
SOUTHWEST TEXAS STATE UNIV	71.1	74.7	73.8	70.9	76.7	67.7	68.5	69.9	68.6
SAM HOUSTON STATE UNIV	78.9	79.9	81.5	81.7	82.6	75.3	76.1	77.0	75.4
SUL ROSS STATE UNIV-ALPINE	72.0	79.2	76.6	84.2	87.8	72.9	72.6	67.5	82.9
SUL ROSS STATE UNIV-RIO GRA	85.5	79.5	83.5	83.6	84.7	78.9	73.5	81.7	83.6
Texas State System Total	75.5	77.9	79.0	80.3	80.3	72.5	73.4	74.5	77.7
UNIV OF HOUSTON	67.7	71.4	69.3	73.9	72.1	62.2	65.8	63.2	71.2
UNIV OF HOUSTON-CLEAR LAKE	82.5	80.7	80.7	78.9	79.2	74.8	74.4	73.4	73.6
UNIV OF HOUSTON-DOWNTOWN	.	60.0	80.6	77.9	83.8	.	60.0	67.7	74.0
UNIV OF HOUSTON-VICTORIA	75.6	79.1	80.8	80.6	82.0	76.7	80.2	78.2	79.2
Univ of Houston System Total	75.3	72.8	77.9	77.8	79.3	71.2	70.1	70.6	74.5

Organization Name	% of Teachers Employed: Year 3					% of Teachers Employed: Yr 4			
	Initial Certification Class					Initial Certification Class			
	1995	1996	1997	1998	1999	1995	1996	1997	1998
ABILENE CHRISTIAN UNIV	56.8	60.0	56.8	72.2	72.8	51.4	56.4	56.8	61.7
AUSTIN COLLEGE	74.1	76.5	43.8	57.7	71.4	74.1	70.6	43.8	53.8
BAYLOR UNIV	64.3	59.9	58.9	60.1	62.4	57.1	55.7	53.4	52.0
CONCORDIA UNIV	29.3	48.8	64.0	31.0	66.7	26.8	41.9	52.0	24.1
DALLAS BAPTIST UNIV	57.4	62.9	61.7	58.8	65.7	55.3	71.4	57.4	58.8
EAST TEXAS BAPTIST UNIV	57.8	66.7	69.2	70.6	75.0	62.5	68.3	65.4	68.6
HARDIN-SIMMONS UNIV	69.4	67.0	68.7	68.3	64.8	72.2	66.0	69.7	64.6
HOUSTON BAPTIST UNIV	66.7	77.4	73.5	77.4	78.5	59.7	71.0	64.7	71.7
HOWARD PAYNE UNIV	81.2	75.9	76.1	63.6	63.6	79.7	77.6	68.7	63.6
HUSTON-TILLOTSON COLLEGE	88.9	100	90.5	90.5	88.9	88.9	63.6	90.5	76.2
JARVIS CHRISTIAN COLLEGE	100	70.6	60.0	100.0	87.5	80.0	70.6	80.0	100.0
LETOURNEAU UNIV	33.3	71.4	57.1	75.0	33.3	33.3	57.1	57.1	75.0
LUBBOCK CHRISTIAN UNIV	68.4	66.7	67.9	64.0	68.9	64.9	63.8	73.6	60.0
MCMURRY UNIV	70.0	75.7	86.9	80.7	72.5	73.3	74.3	85.2	73.7
OUR LADY OF THE LAKE UNIV	78.4	91.7	69.6	84.3	69.8	80.4	94.4	67.9	78.4
PAUL QUINN COLLEGE	75.0	81.0	60.0	80.0	100.0	81.3	85.7	80.0	80.0
RICE UNIV	37.5	9.5	18.2	46.2	20.0	37.5	19.0	18.2	30.8
SAN FELIPE-DEL RIO CONS ISD	40.0	.	.	.	.	60.0	.	.	.
SCHREINER UNIV	72.2	86.2	71.4	76.9	90.0	72.2	86.2	71.4	84.6
SOUTHERN METHODIST UNIV	38.5	51.5	48.8	55.8	60.3	34.6	42.4	53.7	53.8
SOUTHWESTERN A/G UNIV	44.4	51.5	73.5	56.8	56.5	38.9	54.5	58.8	59.5
SOUTHWESTERN UNIV	55.6	61.5	77.3	48.0	63.0	61.1	46.2	50.0	56.0
ST EDWARD'S UNIV	51.4	76.4	70.8	72.2	80.6	45.9	70.9	62.5	75.0
ST MARY'S UNIV	84.5	75.4	76.4	71.7	73.6	82.8	77.0	72.7	67.4
S'WESTERN ADVENTIST COLLEGE	52.2	60.0	68.2	52.0	33.3	47.8	60.0	54.5	60.0
TEXAS CHRISTIAN UNIV	56.1	59.7	69.7	56.5	61.3	43.9	53.2	67.2	54.8
TEXAS COLLEGE	75.0	100	100	100.0	.	75.0	100	100	75.0
TEXAS LUTHERAN UNIV	76.7	70.4	82.6	80.6	84.4	73.3	66.7	69.6	71.0
TEXAS WESLEYAN UNIV	79.7	80.6	84.2	75.4	85.2	67.2	74.2	80.3	67.2
TRINITY UNIV	68.3	49.0	51.3	63.8	58.5	63.4	39.2	38.5	57.4

	1995	1996	1997	1998	1999	1995	1996	1997	1998
UNIV OF CENTRAL TEXAS	.	.	.	100.0	60.9	.	.	.	100.0
UNIV OF DALLAS	35.3	50.0	42.1	47.4	38.5	35.3	40.0	36.8	42.1
UNIV OF MARY HARDIN-BAYLOR	74.8	66.7	66.7	69.1	76.0	69.1	61.5	70.2	64.0
UNIV OF ST THOMAS	67.3	61.4	70.2	64.6	60.0	61.2	52.3	66.0	55.4
UNIV OF THE INCARNATE WORD	78.7	82.4	72.2	84.0	75.0	72.3	76.5	72.2	76.0
WAYLAND BAPTIST UNIV	67.2	70.4	62.7	63.8	69.7	64.2	69.0	60.8	58.0
WILEY COLLEGE	66.7	80.0	50.0	66.7	85.7	50.0	80.0	100	100.0
Private Institution Total	63.7	68.4	66.3	69.0	67.8	61.0	64.5	64.8	65.8

Organization Name	% of Teachers Employed: Year 3					% of Teachers Employed: Yr 4			
	Initial Certification Class					Initial Certification Class			
	1995	1996	1997	1998	1999	1995	1996	1997	1998
MIDWESTERN STATE UNIV	71.9	71.8	75.4	79.6	75.7	69.5	69.4	70.3	75.9
UNIV OF NORTH TEXAS	69.3	72.3	75.4	71.8	71.7	64.8	66.5	70.0	66.3
STEPHEN F AUSTIN STATE UNIV	72.2	74.5	75.1	77.2	80.2	68.7	70.5	70.0	78.2
TEXAS SOUTHERN UNIV	78.1	80.0	79.5	80.0	82.5	78.1	83.8	73.2	78.3
TEXAS TECH UNIV	63.9	72.4	68.3	71.7	67.2	60.3	66.9	65.0	66.2
TEXAS WOMAN'S UNIV	69.8	70.9	72.4	67.3	73.7	65.3	68.0	66.5	64.9
Public Institution Total	70.9	73.7	74.3	74.6	75.2	67.8	70.8	69.2	71.6
REG II ESC	67.9	77.8	78.6	95.5	79.3	57.1	77.8	78.6	77.3
REG III ESC	78.8	75.0	61.3	80.0	79.5	78.8	75.0	54.8	72.5
REG IV ESC	73.9	75.5	72.6	75.4	75.5	69.2	69.5	67.1	72.2
REG IX ESC	.	.	85.7	90.9	66.7	.	.	85.7	90.9
REG VI ESC	80.0	73.3	72.1	76.1	71.7	68.9	57.8	76.7	65.2
REG VII ESC	.	.	.	.	.	.	.	.	.
REG X ESC	76.0	77.2	68.3	75.4	75.4	70.8	69.0	59.2	72.1
REG XI ESC	73.7	77.0	81.7	78.5	80.5	66.1	71.2	72.3	72.9
REG XII ESC	62.2	64.4	72.5	69.2	69.1	61.1	56.8	66.2	66.3

	1995	1996	1997	1998	1999	1995	1996	1997	1998
REG XIII ESC	64.0	67.1	67.1	65.5	73.8	57.5	63.8	60.5	58.1
REG XIV ESC	77.3	80.0	100	84.6	40.0	81.8	73.3	76.2	84.6
REG XIX ESC	76.9	92.9	88.0	85.4	80.0	84.6	85.7	76.0	81.3
REG XV ESC	100	.	.	.	.	100	.	.	.
REG XVIII ESC	71.4	78.7	73.7	79.0	79.1	68.3	65.6	71.1	74.1
REG XX ESC	76.4	85.8	83.0	86.0	83.2	70.1	80.9	76.4	80.5
Region Service Center Total	75.3	77.1	77.3	80.1	73.4	71.9	70.5	70.8	74.4
DALLAS ISD	72.9	74.2	79.0	79.0	80.3	65.5	69.5	69.4	74.1
FORT WORTH ISD	75.0	69.7	61.1	63.4	81.8	75.0	60.6	55.6	63.4
HOUSTON ISD	74.6	66.5	59.1	60.1	65.9	67.7	65.3	48.7	57.6
PASADENA ISD	73.8	63.9	75.0	84.4	78.6	61.9	63.9	66.7	77.8
School District Total	74.1	68.6	68.6	71.7	76.7	67.5	64.8	60.1	68.2
All Public Institution Total	73.4	75.3	74.8	71.8	76.9	69.4	71.1	70.7	68.3
All Private Institution Total	65.0	66.3	66.8	66.0	68.4	60.7	62.6	63.4	61.0
STATE of TEXAS	72.3	74.0	73.7	75.1	75.7	68.1	69.7	69.2	71.0

The employment snapshot is taken in October each academic year. Thus, only those employed at that time are included in the analysis. The totals for all institutions exceed the state totals because some individuals attended more than one institution.

**Percentage of Teachers Employed One to Six Years After Obtaining Initial Certification by
Educator Preparation Organization
(Certification Class of 1995 through 2001)**

Organization Name	Percentage of Teachers Employed: Yr 5			% of Teachers Employed: Yr 6	
	Initial Certification Class			Initial Certification Class	
	1995	1996	1997	1995	1996
UNIV OF TEXAS AT ARLINGTON	61.5	69.0	61.1	55.2	66.5
UNIV OF TEXAS-AUSTIN	53.7	49.4	48.3	47.0	44.0
UNIV OF TEXAS-BROWNSVILLE	75.0	79.8	81.3	74.5	77.6
UNIV OF TEXAS-DALLAS	46.1	46.8	49.5	44.3	40.3
UNIV OF TEXAS-EL PASO	70.2	72.2	72.3	70.2	69.1
UNIV OF TEXAS-PAN AMERICAN	79.3	77.1	78.0	76.3	72.8
UNIV OF TEXAS-PERMIAN BASIN	59.2	74.8	65.8	67.1	68.1
UNIV OF TEXAS-SAN ANTONIO	68.6	68.4	68.2	63.5	65.0
UNIV OF TEXAS-TYLER	66.0	72.9	75.8	62.5	70.6
Univ of Texas System Total	64.4	67.8	66.7	62.3	63.8
TEXAS A & M UNIV-COMMERCE	69.9	74.7	73.9	65.2	70.7
TEXAS A & M UNIV-TEXARKANA	53.2	65.3	53.3	51.1	54.7
TEXAS A&M INTERNATIONAL UNIV	76.4	72.3	76.4	72.4	70.3
TEXAS A&M UNIV-CORPUS CHRISTI	69.5	71.8	65.4	66.8	69.0
TEXAS A&M UNIV	54.5	56.1	54.2	46.3	50.6
PRAIRIE VIEW A&M UNIV	75.0	61.2	69.9	69.8	57.6
WEST TEXAS A&M UNIV	66.3	65.7	70.3	64.3	60.8
TARLETON STATE UNIV	69.6	73.7	72.6	68.2	70.8
TEXAS A&M UNIV-KINGSVILLE	76.2	77.8	78.0	70.8	73.9

Texas A&M System Total	67.8	68.7	68.2	63.9	64.3
ANGELO STATE UNIV	72.1	72.5	70.1	66.8	66.7
LAMAR UNIV-BEAUMONT	67.7	68.8	74.1	64.6	72.0
SOUTHWEST TEXAS STATE UNIV	61.4	64.6	65.3	59.5	61.6
SAM HOUSTON STATE UNIV	68.5	71.2	73.8	65.0	66.1
SUL ROSS STATE UNIV-ALPINE	72.0	76.4	70.1	68.6	76.4
SUL ROSS STATE UNIV-RIO GRA	77.6	72.3	78.0	71.1	65.1
Texas State System Total	69.9	71.0	71.9	65.9	68.0
UNIV OF HOUSTON	59.4	62.2	61.8	53.2	57.3
UNIV OF HOUSTON-CLEAR LAKE	73.8	71.8	70.1	70.9	67.4
UNIV OF HOUSTON-DOWNTOWN	.	60.0	64.5	.	60.0
UNIV OF HOUSTON-VICTORIA	79.1	74.7	70.5	75.6	75.8
Univ of Houston System Total	70.8	67.2	66.7	66.6	65.1

Organization Name	Percentage of Teachers Employed: Yr 5			Percentage of Tchrs Employed: Yr 6	
	Initial Certification Class			Initial Certification Class	
	1995	1996	1997	1995	1996
ABILENE CHRISTIAN UNIV	43.8	50.7	54.1	39.7	47.9
AUSTIN COLLEGE	59.3	64.7	43.8	59.3	54.5
BAYLOR UNIV	48.3	50.8	48.6	42.2	43.5
CONCORDIA UNIV	26.8	41.9	52.0	26.8	48.5
DALLAS BAPTIST UNIV	51.1	65.7	51.1	38.3	57.1
EAST TEXAS BAPTIST UNIV	65.6	58.7	59.0	68.8	57.1
HARDIN-SIMMONS UNIV	66.7	67.0	62.6	59.7	58.0
HOUSTON BAPTIST UNIV	56.9	71.0	58.8	55.6	67.7
HOWARD PAYNE UNIV	75.4	63.8	67.2	72.5	62.1
HUSTON-TILLOTSON COLLEGE	83.3	72.7	95.2	83.3	59.3
JARVIS CHRISTIAN COLLEGE	100	70.6	80.0	80.0	42.9

LETOURNEAU UNIV	33.3	42.9	57.1	33.3	.
LUBBOCK CHRISTIAN UNIV	63.2	60.9	60.4	61.4	58.0
MCMURRY UNIV	76.7	72.9	78.7	71.7	74.3
OUR LADY OF THE LAKE UNIV	74.5	72.2	69.6	74.5	69.4
PAUL QUINN COLLEGE	75.0	85.7	80.0	81.3	73.3
RICE UNIV	25.0	19.0	27.3	18.8	85.7
SAN FELIPE-DEL RIO CONS ISD	40.0	.	.	40.0	80.0
SCHREINER UNIV	72.2	79.3	61.9	66.7	65.0
SOUTHERN METHODIST UNIV	25.0	36.4	48.8	25.0	39.4
SOUTHWESTERN A/G UNIV	44.4	45.5	52.9	33.3	73.5
SOUTHWESTERN UNIV	72.2	46.2	54.5	55.6	35.3
ST EDWARD'S UNIV	48.6	61.8	60.4	43.2	54.5
ST MARY'S UNIV	79.3	63.9	65.5	74.1	50.8
S'WESTERN ADVENTIST COLLEGE	52.2	65.0	59.1	39.1	35.0
TEXAS CHRISTIAN UNIV	36.7	46.8	53.3	34.5	42.2
TEXAS COLLEGE	75.0	83.3	100	75.0	.
TEXAS LUTHERAN UNIV	70.0	51.9	65.2	73.3	50.0
TEXAS WESLEYAN UNIV	67.2	75.3	75.0	57.8	65.6
TRINITY UNIV	48.8	37.3	30.8	48.8	67.9
UNIV OF CENTRAL TEXAS	.	.	.	.	.
UNIV OF DALLAS	35.3	35.0	21.1	35.3	42.3
UNIV OF MARY HARDIN-BAYLOR	69.1	54.8	67.5	64.7	53.3
UNIV OF ST THOMAS	44.9	43.2	57.4	40.8	39.4
UNIV OF THE INCARNATE WORD	63.8	73.5	66.7	68.1	61.8
WAYLAND BAPTIST UNIV	62.7	64.8	52.9	62.7	63.4
WILEY COLLEGE	50.0	80.0	100	50.0	64.7
Private Institution Total	57.8	59.3	61.1	54.3	57.2

Organization Name	% of Teachers Employed: Yr 5			% of Teachers Employed: Yr 6	
	Initial Certification Class			Initial Certification Class	
	1995	1996	1997	1995	1996
MIDWESTERN STATE UNIV	68.8	71.8	69.5	61.7	67.7
UNIV OF NORTH TEXAS	59.3	61.0	66.1	55.5	52.8
STEPHEN F AUSTIN STATE UNIV	64.2	66.8	67.1	60.0	62.6
TEXAS SOUTHERN UNIV	72.9	76.3	73.2	62.5	72.5
TEXAS TECH UNIV	57.8	60.3	60.8	52.9	54.3
TEXAS WOMAN'S UNIV	59.7	65.7	63.7	55.7	60.5
Public Institution Total	63.8	67.0	66.7	58.0	61.7
REG II ESC	64.3	72.2	71.4	67.9	44.2
REG III ESC	75.8	75.0	48.4	72.7	36.4
REG IV ESC	63.8	62.6	65.1	59.1	63.9
REG IX ESC	.	.	85.7	.	.
REG VI ESC	62.2	57.8	69.8	62.2	51.1
REG VII ESC	.	.	.	.	19.0
REG X ESC	62.5	64.1	53.3	56.3	59.3
REG XI ESC	65.3	64.4	67.5	55.9	61.3
REG XII ESC	57.8	53.4	64.8	48.9	48.3
REG XIII ESC	50.5	59.2	53.3	48.0	53.9
REG XIV ESC	86.4	73.3	76.2	81.8	75.9
REG XIX ESC	84.6	78.6	68.0	84.6	33.3
REG XV ESC	100	.	.	100	100
REG XVIII ESC	52.4	70.5	65.8	57.1	60.7
REG XX ESC	68.5	74.9	69.7	62.2	64.5

Region Service Center Total	68.8	67.2	66.1	65.9	55.1
DALLAS ISD	55.7	63.7	65.3	54.2	59.4
FORT WORTH ISD	71.4	48.5	52.8	71.4	64.3
HOUSTON ISD	64.2	60.1	50.6	56.9	56.5
PASADENA ISD	52.4	58.3	52.8	54.8	58.3
School District Total	60.9	57.6	55.4	59.3	59.6
All Public Institution Total	65.4	67.5	67.0	61.5	63.3
All Private Institution Total	56.0	57.4	58.1	52.4	53.4
STATE of TEXAS	64.0	65.7	65.3	60.0	61.5

The employment snapshot is taken in October each academic year. Thus, only those employed at that time are included in the analysis.

The totals for all institutions exceed the state totals because some individuals attended more than one institution.

Cohort Analysis of the Number and Percentage of Teachers Employed in Texas Public Schools After Obtaining Initial Certification (1995)

Organization Name	Total # Certified	Certification Class of 1995													
		Number of Teachers Employed							Percentage of Teachers Employed						
		1996	1997	1998	1999	2000	2001	2002	1996	1997	1998	1999	2000	2001	2002
UNIV OF TEXAS AT ARLINGTON	286	190	201	192	182	176	158	145	66.4	70.3	67.1	63.6	61.5	55.2	50.7
UNIV OF TEXAS-AUSTIN	525	296	343	324	306	282	247	224	56.4	65.3	61.7	58.3	53.7	47.0	42.7
UNIV OF TEXAS-BROWNSVILLE	212	199	194	179	167	159	158	146	93.9	91.5	84.4	78.8	75.0	74.5	68.9
UNIV OF TEXAS-DALLAS	115	67	71	60	59	53	51	51	58.3	61.7	52.2	51.3	46.1	44.3	44.3
UNIV OF TEXAS-EL PASO	520	453	437	426	400	365	365	339	87.1	84.0	81.9	76.9	70.2	70.2	65.2
UNIV OF TEXAS-PAN AMERICAN	632	591	573	552	520	501	482	454	93.5	90.7	87.3	82.3	79.3	76.3	71.8
UNIV OF TEXAS-PERMIAN BASIN	152	122	126	125	114	90	102	99	80.3	82.9	82.2	75.0	59.2	67.1	65.1
UNIV OF TEXAS-SAN ANTONIO	417	312	314	298	300	286	265	256	74.8	75.3	71.5	71.9	68.6	63.5	61.4
UNIV OF TEXAS-TYLER	344	217	239	237	235	227	215	203	63.1	69.5	68.9	68.3	66.0	62.5	59.0
Univ of Texas System Total	3,203	2,447	2,498	2,393	2,283	2,139	2,043	1,917	76.4	78.0	74.7	71.3	66.8	63.8	59.9
TEXAS A & M UNIV-COMMERCE	534	404	419	413	392	373	348	328	75.7	78.5	77.3	73.4	69.9	65.2	61.4
TEXAS A & M UNIV-TEXARKANA	94	50	50	50	51	50	48	47	53.2	53.2	53.2	54.3	53.2	51.1	50.0
TEXAS A&M INTERNATIONAL UNIV	174	157	152	150	141	133	126	126	90.2	87.4	86.2	81.0	76.4	72.4	72.4
TEXAS A&M UNIV-CORPUS CHRISTI	292	200	215	212	206	203	195	180	68.5	73.6	72.6	70.5	69.5	66.8	61.6
TEXAS A&M UNIV	633	448	467	433	385	345	293	255	70.8	73.8	68.4	60.8	54.5	46.3	40.3
PRAIRIE VIEW A&M UNIV	96	83	80	81	71	72	67	67	86.5	83.3	84.4	74.0	75.0	69.8	69.8
TARLETON STATE UNIV	368	287	294	290	273	256	251	242	78.0	79.9	78.8	74.2	69.6	68.2	65.8
WEST TEXAS A&M UNIV	294	212	222	216	208	195	189	176	72.1	75.5	73.5	70.7	66.3	64.3	59.9
TEXAS A&M UNIV-KINGSVILLE	202	156	161	159	152	154	143	144	77.2	79.7	78.7	75.2	76.2	70.8	71.3
Texas A&M System Total	2,687	1,997	2,060	2,004	1,879	1,781	1,660	1,565	74.3	76.7	74.6	69.9	66.3	61.8	58.2
ANGELO STATE UNIV	262	183	197	187	188	189	175	162	69.8	75.2	71.4	71.8	72.1	66.8	61.8
LAMAR UNIV-BEAUMONT	254	187	193	189	173	172	164	163	73.6	76.0	74.4	68.1	67.7	64.6	64.2
SAM HOUSTON STATE UNIV	511	388	412	403	385	350	332	306	75.9	80.6	78.9	75.3	68.5	65.0	59.9

	Total #	1996	1997	1998	1999	2000	2001	2002	1996	1997	1998	1999	2000	2001	2002
SOUTHWEST TEXAS STATE UNIV	702	487	508	499	475	431	418	390	69.4	72.4	71.1	67.7	61.4	59.5	55.6
SUL ROSS STATE UNIV-ALPINE	118	95	93	85	86	85	81	79	80.5	78.8	72.0	72.9	72.0	68.6	66.9
SUL ROSS STATE UNIV-RIO GRA	76	72	72	65	60	59	54	50	94.7	94.7	85.5	78.9	77.6	71.1	65.8
Texas State System Total	1,923	1,412	1,475	1,428	1,367	1,286	1,224	1,150	73.4	76.7	74.3	71.1	66.9	63.7	59.8
UNIV OF HOUSTON	436	285	311	295	271	259	232	224	65.4	71.3	67.7	62.2	59.4	53.2	51.4
UNIV OF HOUSTON-CLEAR LAKE	309	256	262	255	231	228	219	217	82.8	84.8	82.5	74.8	73.8	70.9	70.2
UNIV OF HOUSTON-DOWNTOWN	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
UNIV OF HOUSTON-VICTORIA	86	64	66	65	66	68	65	64	74.4	76.7	75.6	76.7	79.1	75.6	74.4
Univ of Houston System Total	831	605	639	615	568	555	516	505	72.8	76.9	74.0	68.4	66.8	62.1	60.8
ABILENE CHRISTIAN UNIV	146	76	87	83	75	64	58	57	52.1	59.6	56.8	51.4	43.8	39.7	39.0
AUSTIN COLLEGE	27	25	22	20	20	16	16	10	92.6	81.5	74.1	74.1	59.3	59.3	37.0
BAYLOR UNIV	294	187	196	189	168	142	124	114	63.6	66.7	64.3	57.1	48.3	42.2	38.8
CONCORDIA UNIV	41	9	13	12	11	11	11	12	22.0	31.7	29.3	26.8	26.8	26.8	29.3
DALLAS BAPTIST UNIV	47	28	28	27	26	24	18	14	59.6	59.6	57.4	55.3	51.1	38.3	29.8
EAST TEXAS BAPTIST UNIV	64	42	45	37	40	42	44	42	65.6	70.3	57.8	62.5	65.6	68.8	65.6
HARDIN-SIMMONS UNIV	72	38	51	50	52	48	43	39	52.8	70.8	69.4	72.2	66.7	59.7	54.2
HOUSTON BAPTIST UNIV	72	37	46	48	43	41	40	39	51.4	63.9	66.7	59.7	56.9	55.6	54.2
HOWARD PAYNE UNIV	69	50	54	56	55	52	50	48	72.5	78.3	81.2	79.7	75.4	72.5	69.6
HUSTON-TILLOTSON COLLEGE	18	17	15	16	16	15	15	14	94.4	83.3	88.9	88.9	83.3	83.3	77.8
JARVIS CHRISTIAN COLLEGE	5	5	5	5	4	5	4	4	100	100	100	80.0	100	80.0	80.0
LETOURNEAU UNIV	3	2	1	1	1	1	1	0	66.7	33.3	33.3	33.3	33.3	33.3	.0
LUBBOCK CHRISTIAN UNIV	57	36	38	39	37	36	35	36	63.2	66.7	68.4	64.9	63.2	61.4	63.2
MCMURRY UNIV	60	43	41	42	44	46	43	43	71.7	68.3	70.0	73.3	76.7	71.7	71.7
OUR LADY OF THE LAKE UNIV	51	41	39	40	41	38	38	36	80.4	76.5	78.4	80.4	74.5	74.5	70.6
PAUL QUINN COLLEGE	16	8	10	12	13	12	13	13	50.0	62.5	75.0	81.3	75.0	81.3	81.3
RICE UNIV	16	10	8	6	6	4	3	3	62.5	50.0	37.5	37.5	25.0	18.8	18.8
SAN FELIPE-DEL RIO CONS ISD	5	4	3	2	3	2	2	2	80.0	60.0	40.0	60.0	40.0	40.0	40.0
SCHREINER UNIV	18	10	12	13	13	13	12	12	55.6	66.7	72.2	72.2	72.2	66.7	66.7
SOUTHERN METHODIST UNIV	52	26	24	20	18	13	13	9	50.0	46.2	38.5	34.6	25.0	25.0	17.3
SOUTHWESTERN A/G UNIV	18	7	7	8	7	8	6	6	38.9	38.9	44.4	38.9	44.4	33.3	33.3
SOUTHWESTERN UNIV	18	12	11	10	11	13	10	11	66.7	61.1	55.6	61.1	72.2	55.6	61.1
ST EDWARD'S UNIV	37	19	21	19	17	18	16	17	51.4	56.8	51.4	45.9	48.6	43.2	45.9

	Total #	1996	1997	1998	1999	2000	2001	2002	1996	1997	1998	1999	2000	2001	2002
ST MARY'S UNIV	58	49	54	49	48	46	43	38	84.5	93.1	84.5	82.8	79.3	74.1	65.5
S'WESTERN ADVENTIST COLL	23	15	13	12	11	12	9	11	65.2	56.5	52.2	47.8	52.2	39.1	47.8
TEXAS CHRISTIAN UNIV	139	87	85	78	61	51	48	45	62.6	61.2	56.1	43.9	36.7	34.5	32.4
TEXAS COLLEGE	4	3	3	3	3	3	3	3	75.0	75.0	75.0	75.0	75.0	75.0	75.0
TEXAS LUTHERAN UNIV	30	22	23	23	22	21	22	19	73.3	76.7	76.7	73.3	70.0	73.3	63.3
TEXAS WESLEYAN UNIV	64	49	50	51	43	43	37	39	76.6	78.1	79.7	67.2	67.2	57.8	60.9
TRINITY UNIV	41	31	31	28	26	20	20	19	75.6	75.6	68.3	63.4	48.8	48.8	46.3
UNIV OF CENTRAL TEXAS	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
UNIV OF DALLAS	17	9	8	6	6	6	6	5	52.9	47.1	35.3	35.3	35.3	35.3	29.4
UNIV OF MARY HARDIN-BA YLOR	139	110	111	104	96	96	90	91	79.1	79.9	74.8	69.1	69.1	64.7	65.5
UNIV OF ST THOMAS	49	36	34	33	30	22	20	18	73.5	69.4	67.3	61.2	44.9	40.8	36.7
UNIV OF THE INCARNATE WORD	47	42	40	37	34	30	32	28	89.4	85.1	78.7	72.3	63.8	68.1	59.6
WAYLAND BAPTIST UNIV	67	48	46	45	43	42	42	41	71.6	68.7	67.2	64.2	62.7	62.7	61.2
WILEY COLLEGE	6	4	4	4	3	3	3	3	66.7	66.7	66.7	50.0	50.0	50.0	50.0
Private Institution Total	1,890	1,237	1,279	1,228	1,147	1,059	990	941	65.4	67.7	65.0	60.7	56.0	52.4	49.8
MIDWESTERN STATE UNIV	128	85	91	92	89	88	79	78	66.4	71.1	71.9	69.5	68.8	61.7	60.9
UNIV OF NORTH TEXAS	636	437	462	441	412	377	353	332	68.7	72.6	69.3	64.8	59.3	55.5	52.2
STEPHEN F AUSTIN STATE UNIV	662	469	482	478	455	425	397	379	70.8	72.8	72.2	68.7	64.2	60.0	57.3
TEXAS SOUTHERN UNIV	96	73	79	75	75	70	60	58	76.0	82.3	78.1	78.1	72.9	62.5	60.4
TEXAS TECH UNIV	476	312	314	304	287	275	252	228	65.5	66.0	63.9	60.3	57.8	52.9	47.9
TEXAS WOMAN'S UNIV	645	443	471	450	421	385	359	338	68.7	73.0	69.8	65.3	59.7	55.7	52.4
Independent Public Total	2,643	1,819	1,899	1,840	1,739	1,620	1,500	1,413	68.8	71.9	69.6	65.8	61.3	56.8	53.5
REG II ESC	28	25	20	19	16	18	19	18	89.3	71.4	67.9	57.1	64.3	67.9	64.3
REG III ESC	33	27	26	26	26	25	24	25	81.8	78.8	78.8	78.8	75.8	72.7	75.8
REG IV ESC	276	244	226	204	191	176	163	150	88.4	81.9	73.9	69.2	63.8	59.1	54.3
REG IX ESC	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
REG VI ESC	45	40	36	36	31	28	28	23	88.9	80.0	80.0	68.9	62.2	62.2	51.1
REG VII ESC	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
REG X ESC	96	86	75	73	68	60	54	51	89.6	78.1	76.0	70.8	62.5	56.3	53.1
REG XI ESC	118	108	105	87	78	77	66	62	91.5	89.0	73.7	66.1	65.3	55.9	52.5
REG XII ESC	90	76	67	56	55	52	44	43	84.4	74.4	62.2	61.1	57.8	48.9	47.8

	Total #	1996	1997	1998	1999	2000	2001	2002	1996	1997	1998	1999	2000	2001	2002
REG XIII ESC	200	177	153	128	115	101	96	87	88.5	76.5	64.0	57.5	50.5	48.0	43.5
REG XIV ESC	22	19	20	17	18	19	18	16	86.4	90.9	77.3	81.8	86.4	81.8	72.7
REG XIX ESC	13	13	11	10	11	11	11	11	100	84.6	76.9	84.6	84.6	84.6	84.6
REG XV ESC	2	2	2	2	2	2	2	2	100	100	100	100	100	100	100
REG XVIII ESC	63	56	54	45	43	33	36	35	88.9	85.7	71.4	68.3	52.4	57.1	55.6
REG XX ESC	127	116	106	97	89	87	79	74	91.3	83.5	76.4	70.1	68.5	62.2	58.3
Region Service Center Total	1,113	989	901	800	743	689	640	597	88.9	81.0	71.9	66.8	61.9	57.5	53.6
DALLAS ISD	203	186	159	148	133	113	110	102	91.6	78.3	72.9	65.5	55.7	54.2	50.2
HOUSTON ISD	536	459	427	400	363	344	305	302	85.6	79.7	74.6	67.7	64.2	56.9	56.3
FORT WORTH ISD	28	26	24	21	21	20	20	19	92.9	85.7	75.0	75.0	71.4	71.4	67.9
PASADENA ISD	42	37	32	31	26	22	23	18	88.1	76.2	73.8	61.9	52.4	54.8	42.9
School District Total	809	708	642	600	543	499	458	441	87.5	79.4	74.2	67.1	61.7	56.6	54.5
All Public Institution Total*															
	11,287	8,280	8,571	8,280	7,836	7,381	6,943	6,550	73.4	75.9	73.4	69.4	65.4	61.5	58.0
All Private Institution Total															
	1,890	1,237	1,279	1,228	1,147	1,059	990	941	65.4	67.7	65.0	60.7	56.0	52.4	49.8
STATE of TEXAS															
	14,739	10,979	11,135	10,655	10,036	9,426	8,845	8,360	74.5	75.5	72.3	68.1	64.0	60.0	56.7

The employment snapshot is taken in October each academic year. Thus, only those employed at that time are included in the analysis.

The totals for all institutions exceeds the state totals because some individuals attended more than one institution.

* Does NOT include region service centers or public school districts.

Cohort Analysis of the Number and Percentage of Teachers Employed in Texas Public Schools After Obtaining Initial Certification (1996)

Organization Name	Total # Certified	Certification Class of 1996											
		Number of Teachers Employed						Percentage of Teachers Employed					
		1997	1998	1999	2000	2001	2002	1997	1998	1999	2000	2001	2002
UNIV OF TEXAS AT ARLINGTON	316	244	243	228	220	218	210	77.2	76.9	72.2	69.6	69.0	66.5
UNIV OF TEXAS-AUSTIN	532	341	352	315	278	263	234	64.1	66.2	59.2	52.3	49.4	44.0
UNIV OF TEXAS-BROWNSVILLE	263	230	235	225	220	210	204	87.5	89.4	85.6	83.7	79.8	77.6
UNIV OF TEXAS-DALLAS	139	76	82	76	66	65	56	54.7	59.0	54.7	47.5	46.8	40.3
UNIV OF TEXAS-EL PASO	569	468	459	446	418	411	393	82.2	80.7	78.4	73.5	72.2	69.1
UNIV OF TEXAS-PAN AMERICAN	690	628	607	577	560	532	502	91.0	88.0	83.6	81.2	77.1	72.8
UNIV OF TEXAS-PERMIAN BASIN	135	99	110	105	87	101	92	73.3	81.5	77.8	64.4	74.8	68.1
UNIV OF TEXAS-SAN ANTONIO	472	350	372	358	341	323	307	74.2	78.8	75.8	72.2	68.4	65.0
UNIV OF TEXAS-TYLER	255	166	189	201	195	186	180	65.1	74.1	78.8	76.5	72.9	70.6
Univ of Texas System Total	3,371	2,602	2,649	2,531	2,385	2,309	2,178	77.2	78.6	75.1	70.8	68.5	64.6
TEXAS A & M UNIV-COMMERCE	509	416	423	412	405	380	360	81.7	83.1	80.9	79.6	74.7	70.7
TEXAS A & M UNIV-TEXARKANA	75	45	44	46	49	49	41	60.0	58.7	61.3	65.3	65.3	54.7
TEXAS A&M INTERNATIONAL UNIV	195	179	172	168	155	141	137	91.8	88.2	86.2	79.5	72.3	70.3
TEXAS A&M UNIV-CORPUS CHRISTI	287	200	209	214	211	206	198	69.7	72.8	74.6	73.5	71.8	69.0
TEXAS A&M UNIV	713	528	523	496	447	400	361	74.1	73.4	69.6	62.7	56.1	50.6
PRAIRIE VIEW A&M UNIV	85	70	66	61	57	52	49	82.4	77.6	71.8	67.1	61.2	57.6
TARLETON STATE UNIV	319	257	266	256	250	235	226	80.6	83.4	80.3	78.4	73.7	70.8
WEST TEXAS A&M UNIV	329	235	256	244	224	216	200	71.4	77.8	74.2	68.1	65.7	60.8
TEXAS A&M UNIV-KINGSVILLE	234	181	196	190	186	182	173	77.4	83.8	81.2	79.5	77.8	73.9
Texas A&M System Total	2,746	2,111	2,155	2,087	1,984	1,861	1,745	76.9	78.5	76.0	72.3	67.8	63.5
ANGELO STATE UNIV	273	194	219	217	212	198	182	71.1	80.2	79.5	77.7	72.5	66.7
LAMAR UNIV-BEAUMONT	282	212	213	211	202	194	203	75.2	75.5	74.8	71.6	68.8	72.0
SAM HOUSTON STATE UNIV	587	482	493	469	447	418	388	82.1	84.0	79.9	76.1	71.2	66.1
SOUTHWEST TEXAS STATE UNIV	779	555	599	582	534	503	480	71.2	76.9	74.7	68.5	64.6	61.6

	Total #	1997	1998	1999	2000	2001	2002	1997	1998	1999	2000	2001	2002
SUL ROSS STATE UNIV-ALPINE	106	88	88	84	77	81	81	83.0	83.0	79.2	72.6	76.4	76.4
SUL ROSS STATE UNIV-RIO GRA	83	70	68	66	61	60	54	84.3	81.9	79.5	73.5	72.3	65.1
Texas State System Total	2,110	1,601	1,680	1,629	1,533	1,454	1,388	75.9	79.6	77.2	72.7	68.9	65.8
UNIV OF HOUSTON	468	367	361	334	308	291	268	78.4	77.1	71.4	65.8	62.2	57.3
UNIV OF HOUSTON-CLEAR LAKE	301	245	247	243	224	216	203	81.4	82.1	80.7	74.4	71.8	67.4
UNIV OF HOUSTON-DOWNTOWN	5	5	4	3	3	3	3	100	80.0	60.0	60.0	60.0	60.0
UNIV OF HOUSTON-VICTORIA	91	62	67	72	73	68	69	68.1	73.6	79.1	80.2	74.7	75.8
Univ of Houston System Total	865	679	679	652	608	578	543	78.5	78.5	75.4	70.3	66.8	62.8
ABILENE CHRISTIAN UNIV	140	80	86	84	79	71	67	57.1	61.4	60.0	56.4	50.7	47.9
AUSTIN COLLEGE	17	15	14	13	12	11	6	88.2	82.4	76.5	70.6	64.7	35.3
BAYLOR UNIV	262	164	165	157	146	133	114	62.6	63.0	59.9	55.7	50.8	43.5
CONCORDIA UNIV	43	13	19	21	18	18	19	30.2	44.2	48.8	41.9	41.9	44.2
DALLAS BAPTIST UNIV	35	28	20	22	25	23	20	80.0	57.1	62.9	71.4	65.7	57.1
EAST TEXAS BAPTIST UNIV	63	36	42	42	43	37	36	57.1	66.7	66.7	68.3	58.7	57.1
HARDIN-SIMMONS UNIV	100	69	68	67	66	67	58	69.0	68.0	67.0	66.0	67.0	58.0
HOUSTON BAPTIST UNIV	62	42	47	48	44	44	42	67.7	75.8	77.4	71.0	71.0	67.7
HOWARD PAYNE UNIV	58	48	47	44	45	37	36	82.8	81.0	75.9	77.6	63.8	62.1
HUSTON-TILLOTSON COLLEGE	11	10	11	11	7	8	6	90.9	100	100	63.6	72.7	54.5
JARVIS CHRISTIAN COLLEGE	17	15	15	12	12	12	11	88.2	88.2	70.6	70.6	70.6	64.7
LETOURNEAU UNIV	7	5	5	5	4	3	3	71.4	71.4	71.4	57.1	42.9	42.9
LUBBOCK CHRISTIAN UNIV	69	41	48	46	44	42	40	59.4	69.6	66.7	63.8	60.9	58.0
MCMURRY UNIV	70	45	53	53	52	51	52	64.3	75.7	75.7	74.3	72.9	74.3
OUR LADY OF THE LAKE UNIV	36	34	33	33	34	26	25	94.4	91.7	91.7	94.4	72.2	69.4
PAUL QUINN COLLEGE	21	18	20	17	18	18	18	85.7	95.2	81.0	85.7	85.7	85.7
RICE UNIV	21	14	8	2	4	4	4	66.7	38.1	9.5	19.0	19.0	19.0
SAN FELIPE-DEL RIO CONS ISD	.	.	.	.	.	.	.	.	.	.	.	.	.
SCHREINER UNIV	29	21	24	25	25	23	22	72.4	82.8	86.2	86.2	79.3	75.9
SOUTHERN METHODIST UNIV	33	18	20	17	14	12	13	54.5	60.6	51.5	42.4	36.4	39.4
SOUTHWESTERN A/G UNIV	33	15	17	17	18	15	16	45.5	51.5	51.5	54.5	45.5	48.5
SOUTHWESTERN UNIV	26	16	16	16	12	12	11	61.5	61.5	61.5	46.2	46.2	42.3
ST EDWARD'S UNIV	55	36	38	42	39	34	34	65.5	69.1	76.4	70.9	61.8	61.8

	Total #	1997	1998	1999	2000	2001	2002	1997	1998	1999	2000	2001	2002
ST MARY'S UNIV	61	50	45	46	47	39	31	82.0	73.8	75.4	77.0	63.9	50.8
S'WESTERN ADVENTIST COLL	20	10	11	12	12	13	13	50.0	55.0	60.0	60.0	65.0	65.0
TEXAS CHRISTIAN UNIV	154	101	100	92	82	72	65	65.6	64.9	59.7	53.2	46.8	42.2
TEXAS COLLEGE	6	4	5	6	6	5	6	66.7	83.3	100	100	83.3	100
TEXAS LUTHERAN UNIV	27	19	20	19	18	14	16	70.4	74.1	70.4	66.7	51.9	59.3
TEXAS WESLEYAN UNIV	93	79	82	75	69	70	61	84.9	88.2	80.6	74.2	75.3	65.6
TRINITY UNIV	51	35	32	25	20	19	17	68.6	62.7	49.0	39.2	37.3	33.3
UNIV OF CENTRAL TEXAS	.	.	.	.	.	.	.	.	.	.	.	.	.
UNIV OF DALLAS	20	10	10	10	8	7	7	50.0	50.0	50.0	40.0	35.0	35.0
UNIV OF MARY HARDIN-BAYLOR	135	102	100	90	83	74	72	75.6	74.1	66.7	61.5	54.8	53.3
UNIV OF ST THOMAS	44	27	28	27	23	19	16	61.4	63.6	61.4	52.3	43.2	36.4
UNIV OF THE INCARNATE WORD	34	30	31	28	26	25	25	88.2	91.2	82.4	76.5	73.5	73.5
WAYLAND BAPTIST UNIV	71	56	52	50	49	46	45	78.9	73.2	70.4	69.0	64.8	63.4
WILEY COLLEGE	5	3	4	4	4	4	4	60.0	80.0	80.0	80.0	80.0	80.0
Private Institution Total	1,929	1,309	1,336	1,278	1,208	1,108	1,031	67.9	69.3	66.3	62.6	57.4	53.4
MIDWESTERN STATE UNIV	124	88	90	89	86	89	84	71.0	72.6	71.8	69.4	71.8	67.7
UNIV OF NORTH TEXAS	528	401	416	382	351	322	279	75.9	78.8	72.3	66.5	61.0	52.8
STEPHEN F AUSTIN STATE UNIV	596	449	464	444	420	398	373	75.3	77.9	74.5	70.5	66.8	62.6
TEXAS SOUTHERN UNIV	80	70	72	64	67	61	58	87.5	90.0	80.0	83.8	76.3	72.5
TEXAS TECH UNIV	486	353	358	352	325	293	264	72.6	73.7	72.4	66.9	60.3	54.3
TEXAS WOMAN'S UNIV	309	235	236	219	210	203	187	76.1	76.4	70.9	68.0	65.7	60.5
Independent Public Total	2,123	1,596	1,636	1,550	1,459	1,366	1,245	75.2	77.1	73.0	68.7	64.3	58.6
REG II ESC	18	16	16	14	14	13	9	88.9	88.9	77.8	77.8	72.2	50.0
REG III ESC	28	27	23	21	21	21	19	96.4	82.1	75.0	75.0	75.0	67.9
REG IV ESC	380	357	331	287	264	238	243	93.9	87.1	75.5	69.5	62.6	63.9
REG IX ESC	.	.	.	.	.	.	.	.	.	.	.	.	.
REG VI ESC	45	43	35	33	26	26	23	95.6	77.8	73.3	57.8	57.8	51.1
REG VII ESC	.	.	.	.	.	.	.	.	.	.	.	.	.
REG X ESC	145	135	130	112	100	93	86	93.1	89.7	77.2	69.0	64.1	59.3
REG XI ESC	191	176	161	147	136	123	117	92.1	84.3	77.0	71.2	64.4	61.3
REG XII ESC	118	102	86	76	67	63	57	86.4	72.9	64.4	56.8	53.4	48.3

	Total #	1997	1998	1999	2000	2001	2002	1997	1998	1999	2000	2001	2002
REG XIII ESC	152	138	114	102	97	90	82	90.8	75.0	67.1	63.8	59.2	53.9
REG XIV ESC	15	14	12	12	11	11	11	93.3	80.0	80.0	73.3	73.3	73.3
REG XIX ESC	14	14	13	13	12	11	9	100	92.9	92.9	85.7	78.6	64.3
REG XV ESC	.	.	.	.	.	.	.	.	.	.	.	.	.
REG XVIII ESC	61	59	54	48	40	43	37	96.7	88.5	78.7	65.6	70.5	60.7
REG XX ESC	183	172	158	157	148	137	118	94.0	86.3	85.8	80.9	74.9	64.5
Region Service Center Total	1,350	1,253	1,133	1,022	936	869	811	92.8	83.9	75.7	69.3	64.4	60.1
DALLAS ISD	256	244	214	190	178	163	152	95.3	83.6	74.2	69.5	63.7	59.4
HOUSTON ISD	248	206	183	165	162	149	140	83.1	73.8	66.5	65.3	60.1	56.5
FORT WORTH ISD	33	32	29	23	20	16	18	97.0	87.9	69.7	60.6	48.5	54.5
PASADENA ISD	36	33	29	23	23	21	21	91.7	80.6	63.9	63.9	58.3	58.3
School District Total	573	515	455	401	383	349	331	89.9	79.4	70.0	66.8	60.9	57.8
All Public Institution Total													
	11,215	8,589	8,799	8,449	7,969	7,568	7,099	76.6	78.5	75.3	71.1	67.5	63.3
All Private Institution Total													
	1,929	1,309	1,336	1,278	1,208	1,108	1,031	67.9	69.3	66.3	62.6	57.4	53.4
STATE of TEXAS													
	15,055	11,657	11,714	11,141	10,488	9,886	9,264	77.4	77.8	74.0	69.7	65.7	61.5

The employment snapshot is taken in October each academic year. Thus, only those employed at that time are included in the analysis.

The totals for all institutions exceeds the state totals because some individuals attended more than one institution.

* Does NOT include region service centers or public school districts.

Cohort Analysis of the Number and Percentage of Teachers Employed in Texas Public Schools After Obtaining Initial Certification (1997)

Organization Name	Total # Certified	Certification Class of 1997									
		Number of Teachers Employed					Percentage of Teachers Employed				
		1998	1999	2000	2001	2002	1998	1999	2000	2001	2002
UNIV OF TEXAS AT ARLINGTON	324	236	230	226	213	198	72.8	71.0	69.8	65.7	61.1
UNIV OF TEXAS-AUSTIN	516	343	351	311	280	249	66.5	68.0	60.3	54.3	48.3
UNIV OF TEXAS-BROWNSVILLE	241	223	218	213	206	196	92.5	90.5	88.4	85.5	81.3
UNIV OF TEXAS-DALLAS	109	72	67	63	56	54	66.1	61.5	57.8	51.4	49.5
UNIV OF TEXAS-EL PASO	499	411	408	384	379	361	82.4	81.8	77.0	76.0	72.3
UNIV OF TEXAS-PAN AMERICAN	601	540	521	506	482	469	89.9	86.7	84.2	80.2	78.0
UNIV OF TEXAS-PERMIAN BASIN	117	91	93	69	87	77	77.8	79.5	59.0	74.4	65.8
UNIV OF TEXAS-SAN ANTONIO	509	400	402	388	373	347	78.6	79.0	76.2	73.3	68.2
UNIV OF TEXAS-TYLER	264	178	199	207	208	200	67.4	75.4	78.4	78.8	75.8
Univ of Texas System Total	3,180	2,494	2,489	2,367	2,284	2,151	78.4	78.3	74.4	71.8	67.6
TEXAS A & M UNIV-COMMERCE	395	332	338	323	312	292	84.1	85.6	81.8	79.0	73.9
TEXAS A & M UNIV-TEXARKANA	75	47	45	45	44	40	62.7	60.0	60.0	58.7	53.3
TEXAS A&M INTERNATIONAL UNIV	140	129	123	113	108	107	92.1	87.9	80.7	77.1	76.4
TEXAS A&M UNIV-CORPUS CHRISTI	260	182	198	185	177	170	70.0	76.2	71.2	68.1	65.4
TEXAS A&M UNIV	686	512	495	449	408	372	74.6	72.2	65.5	59.5	54.2
PRAIRIE VIEW A&M UNIV	103	92	86	85	79	72	89.3	83.5	82.5	76.7	69.9
TARLETON STATE UNIV	347	279	283	286	265	252	80.4	81.6	82.4	76.4	72.6
WEST TEXAS A&M UNIV	273	207	217	205	197	192	75.8	79.5	75.1	72.2	70.3
TEXAS A&M UNIV-KINGSVILLE	168	145	155	147	138	131	86.3	92.3	87.5	82.1	78.0
Texas A&M System Total	2,447	1,925	1,940	1,838	1,728	1,628	78.7	79.3	75.1	70.6	66.5
ANGELO STATE UNIV	244	175	197	190	181	171	71.7	80.7	77.9	74.2	70.1
LAMAR UNIV-BEAUMONT	251	198	206	202	193	186	78.9	82.1	80.5	76.9	74.1
SAM HOUSTON STATE UNIV	470	398	389	383	362	347	84.7	82.8	81.5	77.0	73.8
SOUTHWEST TEXAS STATE UNIV	755	571	582	557	528	493	75.6	77.1	73.8	69.9	65.3
SUL ROSS STATE UNIV-ALPINE	77	63	63	59	52	54	81.8	81.8	76.6	67.5	70.1

	Total #	1998	1999	2000	2001	2002	1998	1999	2000	2001	2002
SUL ROSS STATE UNIV-RIO GRA	109	96	90	91	89	85	88.1	82.6	83.5	81.7	78.0
Texas State System Total	1,411	1,128	1,124	1,090	1,031	979	79.9	79.7	77.3	73.1	69.4
UNIV OF HOUSTON	437	352	333	303	276	270	80.5	76.2	69.3	63.2	61.8
UNIV OF HOUSTON-CLEAR LAKE	301	262	261	243	221	211	87.0	86.7	80.7	73.4	70.1
UNIV OF HOUSTON-DOWNTOWN	31	29	26	25	21	20	93.5	83.9	80.6	67.7	64.5
UNIV OF HOUSTON-VICTORIA	78	65	66	63	61	55	83.3	84.6	80.8	78.2	70.5
Univ of Houston System Total	847	708	686	634	579	556	83.6	81.0	74.9	68.4	65.6
ABILENE CHRISTIAN UNIV	146	86	94	83	83	79	58.9	64.4	56.8	56.8	54.1
AUSTIN COLLEGE	16	11	11	7	7	7	68.8	68.8	43.8	43.8	43.8
BAYLOR UNIV	292	196	190	172	156	142	67.1	65.1	58.9	53.4	48.6
CONCORDIA UNIV	25	10	13	16	13	13	40.0	52.0	64.0	52.0	52.0
DALLAS BAPTIST UNIV	47	33	33	29	27	24	70.2	70.2	61.7	57.4	51.1
EAST TEXAS BAPTIST UNIV	78	53	58	54	51	46	67.9	74.4	69.2	65.4	59.0
HARDIN-SIMMONS UNIV	99	50	64	68	69	62	50.5	64.6	68.7	69.7	62.6
HOUSTON BAPTIST UNIV	68	52	54	50	44	40	76.5	79.4	73.5	64.7	58.8
HOWARD PAYNE UNIV	67	55	49	51	46	45	82.1	73.1	76.1	68.7	67.2
HUSTON-TILLOTSON COLLEGE	21	19	18	19	19	20	90.5	85.7	90.5	90.5	95.2
JARVIS CHRISTIAN COLLEGE	5	4	5	3	4	4	80.0	100.0	60.0	80.0	80.0
LETOURNEAU UNIV	7	3	5	4	4	4	42.9	71.4	57.1	57.1	57.1
LUBBOCK CHRISTIAN UNIV	53	35	36	36	39	32	66.0	67.9	67.9	73.6	60.4
MCMURRY UNIV	61	43	53	53	52	48	70.5	86.9	86.9	85.2	78.7
OUR LADY OF THE LAKE UNIV	56	44	42	39	38	39	78.6	75.0	69.6	67.9	69.6
PAUL QUINN COLLEGE	5	5	5	3	4	4	100	100	60.0	80.0	80.0
RICE UNIV	11	5	2	2	2	3	45.5	18.2	18.2	18.2	27.3
SAN FELIPE-DEL RIO CONS ISD	.	.	.	.	.	.	.	.	.	.	.
SCHREINER UNIV	21	13	14	15	15	13	61.9	66.7	71.4	71.4	61.9
SOUTHERN METHODIST UNIV	41	23	27	20	22	20	56.1	65.9	48.8	53.7	48.8
SOUTHWESTERN A/G UNIV	34	25	22	25	20	18	73.5	64.7	73.5	58.8	52.9
SOUTHWESTERN UNIV	22	18	17	17	11	12	81.8	77.3	77.3	50.0	54.5
ST EDWARD'S UNIV	48	31	35	34	30	29	64.6	72.9	70.8	62.5	60.4
ST MARY'S UNIV	55	42	41	42	40	36	76.4	74.5	76.4	72.7	65.5

	Total #	1998	1999	2000	2001	2002	1998	1999	2000	2001	2002
S'WESTERN ADVENTIST COLL	22	14	15	15	12	13	63.6	68.2	68.2	54.5	59.1
TEXAS CHRISTIAN UNIV	122	91	88	85	82	65	74.6	72.1	69.7	67.2	53.3
TEXAS COLLEGE	1	0	1	1	1	1	.0	100	100	100	100
TEXAS LUTHERAN UNIV	23	22	20	19	16	15	95.7	87.0	82.6	69.6	65.2
TEXAS WESLEYAN UNIV	76	65	67	64	61	57	85.5	88.2	84.2	80.3	75.0
TRINITY UNIV	39	31	29	20	15	12	79.5	74.4	51.3	38.5	30.8
UNIV OF CENTRAL TEXAS	.	.	.	.	.	.	.	.	.	.	.
UNIV OF DALLAS	19	13	10	8	7	4	68.4	52.6	42.1	36.8	21.1
UNIV OF MARY HARDIN-BAYLOR	114	85	84	76	80	77	74.6	73.7	66.7	70.2	67.5
UNIV OF ST THOMAS	47	36	29	33	31	27	76.6	61.7	70.2	66.0	57.4
UNIV OF THE INCARNATE WORD	36	31	29	26	26	24	86.1	80.6	72.2	72.2	66.7
WAYLAND BAPTIST UNIV	51	31	33	32	31	27	60.8	64.7	62.7	60.8	52.9
WILEY COLLEGE	2	0	1	1	2	2	.0	50.0	50.0	100	100
Private Institution Total	1,830	1,275	1,294	1,222	1,160	1,064	69.7	70.7	66.8	63.4	58.1
MIDWESTERN STATE UNIV	118	87	95	89	83	82	73.7	80.5	75.4	70.3	69.5
UNIV OF NORTH TEXAS	566	428	449	427	396	374	75.6	79.3	75.4	70.0	66.1
STEPHEN F AUSTIN STATE UNIV	554	421	428	416	388	372	76.0	77.3	75.1	70.0	67.1
TEXAS SOUTHERN UNIV	112	97	95	89	82	82	86.6	84.8	79.5	73.2	73.2
TEXAS TECH UNIV	492	361	356	336	320	299	73.4	72.4	68.3	65.0	60.8
TEXAS WOMAN'S UNIV	322	239	247	233	214	205	74.2	76.7	72.4	66.5	63.7
Independent Public Total	2,164	1,633	1,670	1,590	1,483	1,414	75.5	77.2	73.5	68.5	65.3
REG II ESC	28	28	25	22	22	20	100	89.3	78.6	78.6	71.4
REG III ESC	31	27	23	19	17	15	87.1	74.2	61.3	54.8	48.4
REG IV ESC	292	266	222	212	196	190	91.1	76.0	72.6	67.1	65.1
REG IX ESC	7	7	7	6	6	6	100	100	85.7	85.7	85.7
REG VI ESC	43	42	37	31	33	30	97.7	86.0	72.1	76.7	69.8
REG VII ESC	.	.	.	.	.	.	.	.	.	.	.
REG X ESC	120	112	94	82	71	64	93.3	78.3	68.3	59.2	53.3
REG XI ESC	191	173	164	156	138	129	90.6	85.9	81.7	72.3	67.5
REG XII ESC	142	126	108	103	94	92	88.7	76.1	72.5	66.2	64.8
REG XIII ESC	152	134	117	102	92	81	88.2	77.0	67.1	60.5	53.3

	Total #	1998	1999	2000	2001	2002	1998	1999	2000	2001	2002
REG XIV ESC	21	21	20	21	16	16	100	95.2	100	76.2	76.2
REG XIX ESC	25	25	24	22	19	17	100	96.0	88.0	76.0	68.0
REG XV ESC	.	.	.	.	.	.	.	.	.	.	.
REG XVIII ESC	76	70	62	56	54	50	92.1	81.6	73.7	71.1	65.8
REG XX ESC	165	150	143	137	126	115	90.9	86.7	83.0	76.4	69.7
Region Service Center Total	1,293	1,181	1,046	969	884	825	91.3	80.9	74.9	68.4	63.8
DALLAS ISD	219	200	180	173	152	143	91.3	82.2	79.0	69.4	65.3
HOUSTON ISD	269	218	181	159	131	136	81.0	67.3	59.1	48.7	50.6
FORT WORTH ISD	36	33	28	22	20	19	91.7	77.8	61.1	55.6	52.8
PASADENA ISD	36	34	30	27	24	19	94.4	83.3	75.0	66.7	52.8
School District Total	560	485	419	381	327	317	86.6	74.8	68.0	58.4	56.6
All Public Institution Total											
	10,049	7,888	7,909	7,519	7,105	6,728	78.5	78.7	74.8	70.7	67.0
All Private Institution Total											
	1,830	1,275	1,294	1,222	1,160	1,064	69.7	70.7	66.8	63.4	58.1
STATE of TEXAS											
	14,222	11,199	11,069	10,481	9,847	9,288	78.7	77.8	73.7	69.2	65.3

The employment snapshot is taken in October each academic year. Thus, only those employed at that time are included in the analysis.

The totals for all institutions exceeds the state totals because some individuals attended more than one institution.

* Does NOT include region service centers or public school districts.

Cohort Analysis of the Number and Percentage of Teachers Employed in Texas Public Schools After Obtaining Initial Certification (1998)

Organization Name	Total # Certified	Certification Class of 1998							
		Number of Teachers Employed				Percentage of Teachers Employed			
		1999	2000	2001	2002	1999	2000	2001	2002
UNIV OF TEXAS AT ARLINGTON	298	252	239	222	205	84.6	80.2	74.5	68.8
UNIV OF TEXAS-AUSTIN	456	340	335	290	265	74.6	73.5	63.6	58.1
UNIV OF TEXAS-BROWNSVILLE	255	234	227	220	203	91.8	89.0	86.3	79.6
UNIV OF TEXAS-DALLAS	117	83	84	73	68	70.9	71.8	62.4	58.1
UNIV OF TEXAS-EL PASO	503	443	424	416	393	88.1	84.3	82.7	78.1
UNIV OF TEXAS-PAN AMERICAN	603	550	537	512	496	91.2	89.1	84.9	82.3
UNIV OF TEXAS-PERMIAN BASIN	108	99	85	90	87	91.7	78.7	83.3	80.6
UNIV OF TEXAS-SAN ANTONIO	527	436	436	413	391	82.7	82.7	78.4	74.2
UNIV OF TEXAS-TYLER	249	201	205	196	191	80.7	82.3	78.7	76.7
Univ of Texas System Total	3,116	2,638	2,572	2,432	2,299	84.7	82.5	78.0	73.8
TEXAS A & M UNIV-COMMERCE	399	351	341	329	303	88.0	85.5	82.5	75.9
TEXAS A & M UNIV-TEXARKANA	83	51	54	59	56	61.4	65.1	71.1	67.5
TEXAS A&M INTERNATIONAL UNIV	165	154	151	143	136	93.3	91.5	86.7	82.4
TEXAS A&M UNIV-CORPUS CHRISTI	260	197	202	187	175	75.8	77.7	71.9	67.3
TEXAS A&M UNIV	602	462	444	396	367	76.7	73.8	65.8	61.0
PRAIRIE VIEW A&M UNIV	134	115	106	106	102	85.8	79.1	79.1	76.1
TARLETON STATE UNIV	327	269	272	255	244	82.3	83.2	78.0	74.6
WEST TEXAS A&M UNIV	283	216	224	223	211	76.3	79.2	78.8	74.6
TEXAS A&M UNIV-KINGSVILLE	175	152	152	156	154	86.9	86.9	89.1	88.0
Texas A&M System Total	2,428	1,967	1,946	1,854	1,748	81.0	80.1	76.4	72.0
ANGELO STATE UNIV	251	191	210	201	195	76.1	83.7	80.1	77.7
LAMAR UNIV-BEAUMONT	312	272	269	254	244	87.2	86.2	81.4	78.2
SAM HOUSTON STATE UNIV	545	460	448	445	411	84.4	82.2	81.7	75.4
SOUTHWEST TEXAS STATE UNIV	773	595	592	548	530	77.0	76.6	70.9	68.6
SUL ROSS STATE UNIV-ALPINE	76	69	66	64	63	90.8	86.8	84.2	82.9

	Total #	1999	2000	2001	2002	1999	2000	2001	2002
SUL ROSS STATE UNIV-RIO GRA	73	63	65	61	61	86.3	89.0	83.6	83.6
Texas State System Total	2,030	1,650	1,650	1,573	1,504	81.3	81.3	77.5	74.1
UNIV OF HOUSTON	532	449	427	393	379	84.4	80.3	73.9	71.2
UNIV OF HOUSTON-CLEAR LAKE	341	289	278	269	251	84.8	81.5	78.9	73.6
UNIV OF HOUSTON-DOWNTOWN	77	70	64	60	57	90.9	83.1	77.9	74.0
UNIV OF HOUSTON-VICTORIA	72	57	61	58	57	79.2	84.7	80.6	79.2
Univ of Houston System Total	1,022	865	830	780	744	84.6	81.2	76.3	72.8
ABILENE CHRISTIAN UNIV	133	85	96	96	82	63.9	72.2	72.2	61.7
AUSTIN COLLEGE	26	18	18	15	14	69.2	69.2	57.7	53.8
BAYLOR UNIV	273	169	168	164	142	61.9	61.5	60.1	52.0
CONCORDIA UNIV	29	14	12	9	7	48.3	41.4	31.0	24.1
DALLAS BAPTIST UNIV	51	38	36	30	30	74.5	70.6	58.8	58.8
EAST TEXAS BAPTIST UNIV	51	36	35	36	35	70.6	68.6	70.6	68.6
HARDIN-SIMMONS UNIV	82	53	55	56	53	64.6	67.1	68.3	64.6
HOUSTON BAPTIST UNIV	53	44	42	41	38	83.0	79.2	77.4	71.7
HOWARD PAYNE UNIV	44	31	33	28	28	70.5	75.0	63.6	63.6
HUSTON-TILLOTSON COLLEGE	21	20	19	19	16	95.2	90.5	90.5	76.2
JARVIS CHRISTIAN COLLEGE	2	2	2	2	2	100.0	100.0	100.0	100.0
LETOURNEAU UNIV	4	3	3	3	3	75.0	75.0	75.0	75.0
LUBBOCK CHRISTIAN UNIV	50	35	34	32	30	70.0	68.0	64.0	60.0
MCMURRY UNIV	57	41	45	46	42	71.9	78.9	80.7	73.7
OUR LADY OF THE LAKE UNIV	51	45	48	43	40	88.2	94.1	84.3	78.4
PAUL QUINN COLLEGE	15	13	12	12	12	86.7	80.0	80.0	80.0
RICE UNIV	13	7	7	6	4	53.8	53.8	46.2	30.8
SAN FELIPE-DEL RIO CONS ISD	.	.	.	.	.	.	.	.	.
SCHREINER UNIV	13	10	8	10	11	76.9	61.5	76.9	84.6
SOUTHERN METHODIST UNIV	52	40	32	29	28	76.9	61.5	55.8	53.8
SOUTHWESTERN A/G UNIV	37	22	24	21	22	59.5	64.9	56.8	59.5
SOUTHWESTERN UNIV	25	18	16	12	14	72.0	64.0	48.0	56.0
ST EDWARD'S UNIV	36	28	31	26	27	77.8	86.1	72.2	75.0
ST MARY'S UNIV	46	36	37	33	31	78.3	80.4	71.7	67.4

	Total #	1999	2000	2001	2002	1999	2000	2001	2002
S'WESTERN ADVENTIST COLL	25	15	16	13	15	60.0	64.0	52.0	60.0
TEXAS CHRISTIAN UNIV	115	75	70	65	63	65.2	60.9	56.5	54.8
TEXAS COLLEGE	4	4	4	4	3	100.0	100.0	100.0	75.0
TEXAS LUTHERAN UNIV	31	27	27	25	22	87.1	87.1	80.6	71.0
TEXAS WESLEYAN UNIV	61	51	48	46	41	83.6	78.7	75.4	67.2
TRINITY UNIV	47	39	35	30	27	83.0	74.5	63.8	57.4
UNIV OF CENTRAL TEXAS	3	3	3	3	3	100.0	100.0	100.0	100.0
UNIV OF DALLAS	19	9	8	9	8	47.4	42.1	47.4	42.1
UNIV OF MARY HARDIN-BAYLOR	136	116	105	94	87	85.3	77.2	69.1	64.0
UNIV OF ST THOMAS	65	48	50	42	36	73.8	76.9	64.6	55.4
UNIV OF THE INCARNATE WORD	25	18	18	21	19	72.0	72.0	84.0	76.0
WAYLAND BAPTIST UNIV	69	46	46	44	40	66.7	66.7	63.8	58.0
WILEY COLLEGE	3	2	2	2	3	66.7	66.7	66.7	100.0
Private Institution Total	1,767	1,261	1,245	1,167	1,078	71.4	70.5	66.0	61.0
MIDWESTERN STATE UNIV	108	89	88	86	82	82.4	81.5	79.6	75.9
UNIV OF NORTH TEXAS	581	464	439	417	385	79.9	75.6	71.8	66.3
STEPHEN F AUSTIN STATE UNIV	556	449	456	429	435	80.8	82.0	77.2	78.2
TEXAS SOUTHERN UNIV	120	112	106	96	94	93.3	88.3	80.0	78.3
TEXAS TECH UNIV	491	390	386	352	325	79.4	78.6	71.7	66.2
TEXAS WOMAN'S UNIV	333	263	248	224	216	79.0	74.5	67.3	64.9
Independent Public Total	2,189	1,214	1,196	1,101	1,070	55.5	54.6	50.3	48.9
REG II ESC	22	21	21	21	17	95.5	95.5	95.5	77.3
REG III ESC	40	37	33	32	29	92.5	82.5	80.0	72.5
REG IV ESC	395	360	334	298	285	91.1	84.6	75.4	72.2
REG IX ESC	11	10	10	10	10	90.9	90.9	90.9	90.9
REG VI ESC	46	44	40	35	30	95.7	87.0	76.1	65.2
REG VII ESC	492	451	417	375	354	91.7	84.8	76.2	72.0
REG X ESC	179	167	153	135	129	93.3	85.5	75.4	72.1
REG XI ESC	247	225	213	194	180	91.1	86.2	78.5	72.9
REG XII ESC	169	142	129	117	112	84.0	76.3	69.2	66.3
REG XIII ESC	148	128	111	97	86	86.5	75.0	65.5	58.1

	Total #	1999	2000	2001	2002	1999	2000	2001	2002
REG XIV ESC	13	12	10	11	11	92.3	76.9	84.6	84.6
REG XIX ESC	48	47	42	41	39	97.9	87.5	85.4	81.3
REG XV ESC	.	.	.	.	.	.	.	.	.
REG XVIII ESC	81	72	66	64	60	88.9	81.5	79.0	74.1
REG XX ESC	164	156	148	141	132	95.1	90.2	86.0	80.5
Region Service Center Total	2,055	1,872	1,727	1,571	1,474	91.1	84.0	76.4	71.7
DALLAS ISD	243	218	208	192	180	89.7	85.6	79.0	74.1
HOUSTON ISD	158	147	123	95	91	93.0	77.8	60.1	57.6
FORT WORTH ISD	41	37	33	26	26	90.2	80.5	63.4	63.4
PASADENA ISD	45	40	36	38	35	88.9	80.0	84.4	77.8
School District Total	487	442	400	351	332	90.8	82.1	72.1	68.2
All Public Institution Total	10,785	8,334	8,194	7,740	7,365	77.3	76.0	71.8	68.3
All Private Institution Total	1,767	1,261	1,245	1,167	1,078	71.4	70.5	66.0	61.0
STATE of TEXAS	14,600	12,010	11,675	10,958	10,361	82.3	80.0	75.1	71.0

The employment snapshot is taken in October each academic year. Thus, only those employed at that time are included in the analysis.

The totals for all institutions exceeds the state totals because some individuals attended more than one institution.

* Does NOT include region service centers or public school districts.

Cohort Analysis of the Number and Percentage of Teachers Employed in Texas Public Schools After Obtaining Initial Certification (1999)

Organization Name	Total # Certified	Certification Class of 1999					
		# of Tchrs Employed			% of Tchrs Employed		
		2000	2001	2002	2000	2001	2002
UNIV OF TEXAS AT ARLINGTON	245	209	189	175	85.3	77.1	71.4
UNIV OF TEXAS-AUSTIN	529	360	356	332	68.1	67.3	62.8
UNIV OF TEXAS-BROWNSVILLE	239	221	218	210	92.5	91.2	87.9
UNIV OF TEXAS-DALLAS	121	84	73	72	69.4	60.3	59.5
UNIV OF TEXAS-EL PASO	549	473	469	451	86.2	85.4	82.1
UNIV OF TEXAS-PAN AMERICAN	712	644	621	592	90.4	87.2	83.1
UNIV OF TEXAS-PERMIAN BASIN	134	89	117	114	66.4	87.3	85.1
UNIV OF TEXAS-SAN ANTONIO	552	452	461	437	81.9	83.5	79.2
UNIV OF TEXAS-TYLER	263	215	219	208	81.7	83.3	79.1
UNIV of TEXAS SYSTEM	3,344	2,747	2,723	2,591	82.1	81.4	77.5
TEXAS A & M UNIV-COMMERCE	429	368	360	347	85.8	83.9	80.9
TEXAS A & M UNIV-TEXARKANA	78	53	59	55	67.9	75.6	70.5
TEXAS A&M INTERNATIONAL UNIV	193	179	170	171	92.7	88.1	88.6
TEXAS A&M UNIV-CORPUS CHRISTI	311	246	245	224	79.1	78.8	72.0
TEXAS A&M UNIV	683	530	515	485	77.6	75.4	71.0
PRAIRIE VIEW A&M UNIV	153	134	126	124	87.6	82.4	81.0
TARLETON STATE UNIV	354	301	291	284	85.0	82.2	80.2
WEST TEXAS A&M UNIV	304	235	234	227	77.3	77.0	74.7
TEXAS A&M UNIV-KINGSVILLE	185	159	164	166	85.9	88.6	89.7
TEXAS A&M SYSTEM	2,690	2,205	2,164	2,083	82.0	80.4	77.4
ANGELO STATE UNIV	336	269	264	255	80.1	78.6	75.9
LAMAR UNIV-BEAUMONT	304	253	245	225	83.2	80.6	74.0
SAM HOUSTON STATE UNIV	563	493	484	465	87.6	86.0	82.6
SOUTHWEST TEXAS STATE UNIV	743	586	588	570	78.9	79.1	76.7
SUL ROSS STATE UNIV-ALPINE	90	74	81	79	82.2	90.0	87.8
SUL ROSS STATE UNIV-RIO GRA	111	103	100	94	92.8	90.1	84.7

TEXAS STATE SYSTEM	Total #	2000	2001	2002	2000	2001	2002
	2,147	1,778	1,762	1,688	82.8	82.1	78.6
UNIV OF HOUSTON	555	469	434	400	84.5	78.2	72.1
UNIV OF HOUSTON-CLEAR LAKE	318	280	266	252	88.1	83.6	79.2
UNIV OF HOUSTON-DOWNTOWN	142	124	121	119	87.3	85.2	83.8
UNIV OF HOUSTON-VICTORIA	89	75	75	73	84.3	84.3	82.0
UNIV of HOUSTON SYSTEM	1,104	948	896	844	85.9	81.2	76.4
ABILENE CHRISTIAN UNIV	136	100	98	99	73.5	72.1	72.8
AUSTIN COLLEGE	28	21	23	20	75.0	82.1	71.4
BAYLOR UNIV	271	177	172	169	65.3	63.5	62.4
CONCORDIA UNIV	24	14	14	16	58.3	58.3	66.7
DALLAS BAPTIST UNIV	70	55	52	46	78.6	74.3	65.7
EAST TEXAS BAPTIST UNIV	68	59	53	51	86.8	77.9	75.0
HARDIN-SIMMONS UNIV	105	62	68	68	59.0	64.8	64.8
HOUSTON BAPTIST UNIV	65	55	53	51	84.6	81.5	78.5
HOWARD PAYNE UNIV	110	66	73	70	60.0	66.4	63.6
HUSTON-TILLOTSON COLLEGE	27	26	25	24	96.3	92.6	88.9
JARVIS CHRISTIAN COLLEGE	8	7	6	7	87.5	75.0	87.5
LETOURNEAU UNIV	9	5	3	3	55.6	33.3	33.3
LUBBOCK CHRISTIAN UNIV	74	48	53	51	64.9	71.6	68.9
MCMURRY UNIV	69	51	55	50	73.9	79.7	72.5
OUR LADY OF THE LAKE UNIV	63	48	48	44	76.2	76.2	69.8
PAUL QUINN COLLEGE	12	11	12	12	91.7	100.0	100.0
RICE UNIV	15	5	5	3	33.3	33.3	20.0
SAN FELIPE-DEL RIO CONS ISD	.	.	.	.	.	.	.
SCHREINER UNIV	10	9	9	9	90.0	90.0	90.0
SOUTHERN METHODIST UNIV	58	41	39	35	70.7	67.2	60.3
SOUTHWESTERN A/G UNIV	46	33	31	26	71.7	67.4	56.5
SOUTHWESTERN UNIV	27	22	20	17	81.5	74.1	63.0
ST EDWARD'S UNIV	31	27	28	25	87.1	90.3	80.6
ST MARY'S UNIV	53	39	38	39	73.6	71.7	73.6
S'WESTERN ADVENTIST COLL	12	7	5	4	58.3	41.7	33.3

	Total #	2000	2001	2002	2000	2001	2002
TEXAS CHRISTIAN UNIV	137	96	96	84	70.1	70.1	61.3
TEXAS COLLEGE	.	.	.	.	.	.	.
TEXAS LUTHERAN UNIV	32	26	26	27	81.3	81.3	84.4
TEXAS WESLEYAN UNIV	88	77	78	75	87.5	88.6	85.2
TRINITY UNIV	41	30	27	24	73.2	65.9	58.5
UNIV OF CENTRAL TEXAS	23	19	18	14	82.6	78.3	60.9
UNIV OF DALLAS	26	14	9	10	53.8	34.6	38.5
UNIV OF MARY HARDIN-BAYLOR	154	125	119	117	81.2	77.3	76.0
UNIV OF ST THOMAS	25	18	15	15	72.0	60.0	60.0
UNIV OF THE INCARNATE WORD	52	41	37	39	78.8	71.2	75.0
WAYLAND BAPTIST UNIV	89	72	71	62	80.9	79.8	69.7
WILEY COLLEGE	7	6	6	6	85.7	85.7	85.7
PRIVATE INSTITUTIONS	2,065	1,512	1,485	1,412	73.2	71.9	68.4
MIDWESTERN STATE UNIV	140	108	106	106	77.1	75.7	75.7
UNIV OF NORTH TEXAS	541	432	420	388	79.9	77.6	71.7
STEPHEN F AUSTIN STATE UNIV	612	515	511	491	84.2	83.5	80.2
TEXAS SOUTHERN UNIV	143	130	123	118	90.9	86.0	82.5
TEXAS TECH UNIV	555	392	379	373	70.6	68.3	67.2
TEXAS WOMAN'S UNIV	319	269	249	235	84.3	78.1	73.7
PUBLIC INSTITUTIONS	2,310	1,846	1,788	1,711	79.9	77.4	74.1
REG II ESC	29	25	24	23	86.2	82.8	79.3
REG III ESC	39	37	34	31	94.9	87.2	79.5
REG IV ESC	351	319	290	265	90.9	82.6	75.5
REG IX ESC	9	9	6	6	100.0	66.7	66.7
REG VI ESC	53	45	41	38	84.9	77.4	71.7
REG VII ESC	.	.	.	.	.	.	.
REG X ESC	187	178	157	141	95.2	84.0	75.4
REG XI ESC	298	275	258	240	92.3	86.6	80.5
REG XII ESC	152	134	121	105	88.2	79.6	69.1
REG XIII ESC	126	117	102	93	92.9	81.0	73.8
REG XIV ESC	5	4	3	2	80.0	60.0	40.0

REG XIX ESC	65	63	59	52	96.9	90.8	80.0
REG XV ESC	.	.	.	.	.	.	.
REG XVIII ESC	91	85	80	72	93.4	87.9	79.1
REG XX ESC	184	175	160	153	95.1	87.0	83.2
REGION SERVICE CENTERS	1,589	1,466	1,335	1,221	92.3	84.0	76.8
DALLAS ISD	229	216	195	184	94.3	85.2	80.3
HOUSTON ISD	182	163	132	120	89.6	72.5	65.9
FORT WORTH ISD	44	42	37	36	95.5	84.1	81.8
PASADENA ISD	42	38	37	33	90.5	88.1	78.6
SCHOOL DISTRICTS	497	459	401	373	92.4	80.7	75.1
All Public Institution Total							
	11,595	9,524	9,333	8,917	82.1	80.5	76.9
All Private Institution Total							
	2,065	1,512	1,485	1,412	73.2	71.9	68.4
STATE of TEXAS							
	15,743	12,961	12,554	11,923	82.3	79.7	75.7

The employment snapshot is taken in October each academic year. Thus, only those employed at that time are included in the analysis.

The totals for all institutions exceeds the state totals because some individuals attended more than one institution.

* Does NOT include region service centers or public school districts.

Cohort Analysis of the Number and Percentage of Teachers Employed in Texas Public Schools After Obtaining Initial Certification (2000)

Organization Name	Total # Certified	Certification Class of 2000				Certification Class of 2001		
		# Tchrs Employed		% Tchrs Employed		Total Certified	Teachers Employed in 2002	
		2001	2002	2001	2002		#	%
UNIV OF TEXAS AT ARLINGTON	82	64	63	78.0	76.8	344	301	87.5
UNIV OF TEXAS-AUSTIN	387	310	294	80.1	76.0	423	326	77.1
UNIV OF TEXAS-BROWNSVILLE	160	154	149	96.3	93.1	238	220	92.4
UNIV OF TEXAS-DALLAS	85	71	64	83.5	75.3	98	80	81.6
UNIV OF TEXAS-EL PASO	375	335	331	89.3	88.3	409	363	88.8
UNIV OF TEXAS-PAN AMERICAN	486	459	444	94.4	91.4	590	551	93.4
UNIV OF TEXAS-PERMIAN BASIN	104	92	88	88.5	84.6	156	141	90.4
UNIV OF TEXAS-SAN ANTONIO	369	319	306	86.4	82.9	474	407	85.9
UNIV OF TEXAS-TYLER	214	191	182	89.3	85.0	200	175	87.5
UNIV of TEXAS SYSTEM	2,262	1,995	1,921	88.2	84.9	2,932	2,564	87.4
TEXAS A & M UNIV-COMMERCE	321	286	285	89.1	88.8	360	330	91.7
TEXAS A & M UNIV-TEXARKANA	61	38	36	62.3	59.0	63	42	66.7
TEXAS A&M INTERNATIONAL UNIV	190	178	175	93.7	92.1	218	201	92.2
TEXAS A&M UNIV-CORPUS CHRISTI	234	187	190	79.9	81.2	266	225	84.6
TEXAS A&M UNIV	581	466	447	80.2	76.9	488	380	77.9
PRAIRIE VIEW A&M UNIV	79	74	73	93.7	92.4	108	99	91.7
TARLETON STATE UNIV	226	193	192	85.4	85.0	271	240	88.6
WEST TEXAS A&M UNIV	197	167	161	84.8	81.7	266	222	83.5
TEXAS A&M UNIV-KINGSVILLE	123	112	114	91.1	92.7	140	130	92.9
TEXAS A&M SYSTEM	2,012	1,701	1,673	84.5	83.2	2,180	1,869	85.7
ANGELO STATE UNIV	148	112	117	75.7	79.1	181	144	79.6
LAMAR UNIV-BEAUMONT	240	205	195	85.4	81.3	246	212	86.2
SAM HOUSTON STATE UNIV	386	348	331	90.2	85.8	451	408	90.5

	Total #	2001	2002	2001	2002	Total	#	%
SOUTHWEST TEXAS STATE UNIV	540	431	426	79.8	78.9	727	618	85.0
SUL ROSS STATE UNIV-ALPINE	61	55	50	90.2	82.0	61	49	80.3
SUL ROSS STATE UNIV-RIO GRA	71	62	64	87.3	90.1	103	93	90.3
TEXAS STATE SYSTEM	1,446	1,213	1,183	83.9	81.8	1,769	1,524	86.2
UNIV OF HOUSTON	413	347	344	84.0	83.3	442	373	84.4
UNIV OF HOUSTON-CLEAR LAKE	229	208	201	90.8	87.8	250	223	89.2
UNIV OF HOUSTON-DOWNTOWN	111	99	100	89.2	90.1	141	125	88.7
UNIV OF HOUSTON-VICTORIA	66	64	63	97.0	95.5	84	72	85.7
UNIV of HOUSTON SYSTEM	819	718	708	87.7	86.4	917	793	86.5
ABILENE CHRISTIAN UNIV	124	96	95	77.4	76.6	137	109	79.6
AUSTIN COLLEGE	15	14	14	93.3	93.3	26	22	84.6
BAYLOR UNIV	237	172	172	72.6	72.6	239	171	71.5
CONCORDIA UNIV	22	9	6	40.9	27.3	30	13	43.3
DALLAS BAPTIST UNIV	41	35	35	85.4	85.4	44	37	84.1
EAST TEXAS BAPTIST UNIV	56	44	41	78.6	73.2	43	39	90.7
HARDIN-SIMMONS UNIV	72	54	58	75.0	80.6	79	63	79.7
HOUSTON BAPTIST UNIV	45	37	37	82.2	82.2	52	43	82.7
HOWARD PAYNE UNIV	51	39	43	76.5	84.3	40	33	82.5
HUSTON-TILLOTSON COLLEGE	27	23	23	85.2	85.2	32	28	87.5
JARVIS CHRISTIAN COLLEGE	7	6	6	85.7	85.7	8	8	100.0
LETOURNEAU UNIV	4	2	1	50.0	25.0	18	13	72.2
LUBBOCK CHRISTIAN UNIV	56	37	42	66.1	75.0	53	41	77.4
MCMURRY UNIV	49	40	39	81.6	79.6	60	44	73.3
OUR LADY OF THE LAKE UNIV	38	28	31	73.7	81.6	55	44	80.0
PAUL QUINN COLLEGE	10	8	8	80.0	80.0	15	14	93.3
RICE UNIV	7	3	3	42.9	42.9	10	4	40.0
SAN FELIPE-DEL RIO CONS ISD	.	.	.	.	.	.	.	.
SCHREINER UNIV	11	7	6	63.6	54.5	13	12	92.3
SOUTHERN METHODIST UNIV	42	27	27	64.3	64.3	39	25	64.1
SOUTHWESTERN A/G UNIV	31	24	25	77.4	80.6	34	26	76.5
SOUTHWESTERN UNIV	13	9	6	69.2	46.2	16	13	81.3

	Total #	2001	2002	2001	2002	Total	#	%
ST EDWARD'S UNIV	32	19	21	59.4	65.6	34	26	76.5
ST MARY'S UNIV	43	33	29	76.7	67.4	31	22	71.0
S'WESTERN ADVENTIST COLL	10	6	6	60.0	60.0	8	6	75.0
TEXAS CHRISTIAN UNIV	113	90	84	79.6	74.3	111	81	73.0
TEXAS COLLEGE	1	1	1	100.0	100.0	.	.	.
TEXAS LUTHERAN UNIV	17	16	16	94.1	94.1	23	19	82.6
TEXAS WESLEYAN UNIV	48	42	43	87.5	89.6	75	65	86.7
TRINITY UNIV	36	30	29	83.3	80.6	30	23	76.7
UNIV OF CENTRAL TEXAS	4	0	0	.0	.0	2	2	100.0
UNIV OF DALLAS	15	8	5	53.3	33.3	22	13	59.1
UNIV OF MARY HARDIN -BAYLOR	111	93	90	83.8	81.1	111	88	79.3
UNIV OF ST THOMAS	32	23	24	71.9	75.0	45	40	88.9
UNIV OF THE INCARNATE WORD	32	28	31	87.5	96.9	46	39	84.8
WAYLAND BAPTIST UNIV	50	37	37	74.0	74.0	77	59	76.6
WILEY COLLEGE	8	7	7	87.5	87.5	4	4	100.0
PRIVATE INSTITUTIONS	1,510	1,147	1,141	76.0	75.6	1,662	1,289	77.6%
MIDWESTERN STATE UNIV	105	84	85	80.0	81.0	91	83	91.2
UNIV OF NORTH TEXAS	510	445	415	87.3	81.4	520	452	86.9
STEPHEN F AUSTIN STATE UNIV	313	269	275	85.9	87.9	531	468	88.1
TEXAS SOUTHERN UNIV	116	103	102	88.8	87.9	135	125	92.6
TEXAS TECH UNIV	386	332	320	86.0	82.9	451	358	79.4
TEXAS WOMAN'S UNIV	206	183	172	88.8	83.5	253	212	83.8
PUBLIC INSTITUTIONS	1,636	1,416	1,369	86.6	83.7	1,981	1,698	85.7
REG II ESC	21	20	15	95.2	71.4	39	35	89.7
REG III ESC	39	37	33	94.9	84.6	77	69	89.6
REG IV ESC	387	357	331	92.2	85.5	601	549	91.3
REG IX ESC	15	13	12	86.7	80.0	13	12	92.3
REG VI ESC	44	43	44	97.7	100.0	53	48	90.6
REG VII ESC	.	.	.	.	.	12	12	100.0
REG X ESC	174	162	147	93.1	84.5	225	205	91.1
REG XI ESC	302	278	251	92.1	83.1	470	435	92.6

REG XII ESC	89	80	70	89.9	78.7	227	194	85.5
REG XIII ESC	203	183	162	90.1	79.8	212	195	92.0
REG XIV ESC	10	9	8	90.0	80.0	19	15	78.9
REG XIX ESC	51	48	44	94.1	86.3	67	63	94.0
REG XV ESC	.	.	.	.	.	.	.	.
REG XVIII ESC	96	82	79	85.4	82.3	91	81	89.0
REG XX ESC	141	135	123	95.7	87.2	200	188	94.0
REGION SERVICE CENTERS	1,572	1,447	1,319	92.0	83.9	2,306	2,101	91.1
DALLAS ISD	190	186	172	97.9	90.5	237	225	94.9
HOUSTON ISD	200	174	140	87.0	70.0	236	215	91.1
FORT WORTH ISD	44	42	41	95.5	93.2	50	43	86.0
PASADENA ISD	53	51	49	96.2	92.5	78	77	98.7
SCHOOL DISTRICTS	487	453	402	93.0	82.5	601	560	93.2
All Public Institution Total								
	8,175	7,043	6,854	86.2	83.8	9,779	8,448	86.4
All Private Institution Total								
	1,510	1,147	1,141	76.0	75.6	1,662	1,289	77.6
STATE of TEXAS								
	11,737	10,087	9,711	85.9	82.7	14,341	12,391	86.4

The employment snapshot is taken in October each academic year. Thus, only those employed at that time are included in the analysis.

The totals for all institutions exceeds the state totals because some individuals attended more than one institution.

* Does NOT include region service centers or public school districts.

**Number and Percentage of Individuals Obtaining Initial Certification from 1995 Through 1997
and Never Teaching in a Texas Public School**

Organization Name	Class of 1995			Class of 1996			Class of 1997		
	Total # Cert	Never Taught		Total # Cert	Never Taught		Total # Cert	Never Taught	
		#	%		#	%		#	%
UNIV OF TEXAS AT ARLINGTON	286	53	18.5%	316	36	11.4%	324	56	17.3%
UNIV OF TEXAS-AUSTIN	525	115	21.9%	532	109	20.5%	516	105	20.3%
UNIV OF TEXAS-BROWNSVILLE	212	1	0.5%	263	4	1.5%	241	2	0.8%
UNIV OF TEXAS-DALLAS	115	28	24.3%	139	42	30.2%	109	25	22.9%
UNIV OF TEXAS-EL PASO	520	34	6.5%	569	47	8.3%	499	42	8.4%
UNIV OF TEXAS-PAN AMERICAN	632	7	1.1%	690	8	1.2%	601	6	1.0%
UNIV OF TEXAS-PERMIAN BASIN	152	12	7.9%	135	13	9.6%	117	14	12.0%
UNIV OF TEXAS-SAN ANTONIO	417	62	14.9%	472	46	9.7%	509	54	10.6%
UNIV OF TEXAS-TYLER	344	51	14.8%	255	23	9.0%	264	28	10.6%
Univ of Texas System Total	3,203	363	11.3%	3,371	328	9.7%	3,180	332	10.4%
TEXAS A & M UNIV-COMMERCE	534	47	8.8%	509	41	8.1%	395	27	6.8%
TEXAS A & M UNIV-TEXARKANA	94	34	36.2%	75	15	20.0%	75	20	26.7%
TEXAS A&M INTERNATIONAL UNIV	174	5	2.9%	195	2	1.0%	140	3	2.1%
TEXAS A&M UNIV-CORPUS CHRISTI	292	44	15.1%	287	26	9.1%	260	37	14.2%
TEXAS A&M UNIV	633	98	15.5%	713	101	14.2%	686	109	15.9%
PRAIRIE VIEW A&M UNIV	96	6	6.3%	85	9	10.6%	103	4	3.9%
TARLETON STATE UNIV	368	26	7.1%	319	18	5.6%	347	20	5.8%
WEST TEXAS A&M UNIV	294	30	10.2%	329	34	10.3%	273	23	8.4%
TEXAS A&M UNIV-KINGSVILLE	202	23	11.4%	234	8	3.4%	168	8	4.8%
Texas A&M System Total	2,687	313	11.6%	2,746	254	9.2%	2,447	251	10.3%
ANGELO STATE UNIV	262	33	12.6%	273	31	11.4%	244	25	10.2%
LAMAR UNIV-BEAUMONT	254	31	12.2%	282	24	8.5%	251	10	4.0%

SAM HOUSTON STATE UNIV	511	40	7.8%	587	48	8.2%	470	27	5.7%
SOUTHWEST TEXAS STATE UNIV	702	92	13.1%	779	97	12.5%	755	84	11.1%
SUL ROSS STATE UNIV-ALPINE	118	7	5.9%	106	7	6.6%	77	3	3.9%
SUL ROSS STATE UNIV-RIO GRA	76	2	2.6%	83	6	7.2%	109	3	2.8%
Texas State System Total	1,923	205	10.7%	2,110	213	10.1%	1,906	152	8.0%
UNIV OF HOUSTON	436	67	15.4%	468	54	11.5%	437	47	10.8%
UNIV OF HOUSTON-CLEAR LAKE	309	19	6.1%	301	20	6.6%	301	19	6.3%
UNIV OF HOUSTON-DOWNTOWN	.	.	.	5	0	0.0%	31	2	6.5%
UNIV OF HOUSTON-VICTORIA	86	6	7.0%	91	11	12.1%	78	6	7.7%
Univ of Houston System Total	831	92	11.1%	865	85	9.8%	847	74	8.7%
ABILENE CHRISTIAN UNIV	146	36	24.7%	140	34	24.3%	146	36	24.7%
AUSTIN COLLEGE	27	2	7.4%	17	0	0.0%	16	3	18.8%
BAYLOR UNIV	294	61	20.7%	262	59	22.5%	292	60	20.5%
CONCORDIA UNIV	41	23	56.1%	43	18	41.9%	25	8	32.0%
DALLAS BAPTIST UNIV	47	12	25.5%	35	6	17.1%	47	9	19.1%
EAST TEXAS BAPTIST UNIV	64	8	12.5%	63	10	15.9%	78	10	12.8%
HARDIN-SIMMONS UNIV	72	12	16.7%	100	15	15.0%	99	22	22.2%
HOUSTON BAPTIST UNIV	72	11	15.3%	62	7	11.3%	68	9	13.2%
HOWARD PAYNE UNIV	69	3	4.3%	58	5	8.6%	67	5	7.5%
HUSTON-TILLOTSON COLLEGE	18	0	0.0%	11	0	0.0%	21	0	0.0%
JARVIS CHRISTIAN COLLEGE	5	0	0.0%	17	1	5.9%	5	0	0.0%
LETOURNEAU UNIV	3	1	33.3%	7	1	14.3%	7	2	28.6%
LUBBOCK CHRISTIAN UNIV	57	4	7.0%	69	4	5.8%	53	7	13.2%
MCMURRY UNIV	60	6	10.0%	70	7	10.0%	61	4	6.6%
OUR LADY OF THE LAKE UNIV	51	6	11.8%	36	0	0.0%	56	8	14.3%
PAUL QUINN COLLEGE	16	2	12.5%	21	0	0.0%	5	0	0.0%
RICE UNIV	16	4	25.0%	21	4	19.0%	11	2	18.2%
SAN FELIPE-DEL RIO CONS ISD	5	0	0.0%	.	.	.	.	.	.
SCHREINER UNIV	18	3	16.7%	29	2	6.9%	21	5	23.8%

SOUTHERN METHODIST UNIV	52	20	38.5%	33	7	21.2%	41	11	26.8%
SOUTHWESTERN A/G UNIV	18	4	22.2%	33	8	24.2%	34	4	11.8%
SOUTHWESTERN UNIV	18	4	22.2%	26	7	26.9%	22	4	18.2%
ST EDWARD'S UNIV	37	9	24.3%	55	8	14.5%	48	9	18.8%
ST MARY'S UNIV	58	3	5.2%	61	6	9.8%	55	8	14.5%
S'WESTERN ADVENTIST COLLEGE	23	6	26.1%	20	7	35.0%	22	6	27.3%
TEXAS CHRISTIAN UNIV	139	38	27.3%	154	30	19.5%	122	19	15.6%
TEXAS COLLEGE	4	1	25.0%	6	0	0.0%	1	0	0.0%
TEXAS LUTHERAN UNIV	30	7	23.3%	27	5	18.5%	23	0	0.0%
TEXAS WESLEYAN UNIV	64	6	9.4%	93	8	8.6%	76	3	3.9%
TRINITY UNIV	41	6	14.6%	51	9	17.6%	39	8	20.5%
UNIV OF CENTRAL TEXAS	.	.	.	.	.	.	.	.	.
UNIV OF DALLAS	17	6	35.3%	20	8	40.0%	19	5	26.3%
UNIV OF MARY HARDIN-BAYLOR	139	14	10.1%	135	18	13.3%	114	14	12.3%
UNIV OF ST THOMAS	49	8	16.3%	44	7	15.9%	47	4	8.5%
UNIV OF THE INCARNATE WORD	47	4	8.5%	34	2	5.9%	36	1	2.8%
WAYLAND BAPTIST UNIV	67	15	22.4%	71	9	12.7%	51	14	27.5%
WILEY COLLEGE	6	0	0.0%	5	1	20.0%	2	0	0.0%
Private Institution Total	1,890	345	18.3%	1,929	313	16.2%	1,830	300	16.4%
MIDWESTERN STATE UNIV	128	23	18.0%	124	18	14.5%	118	19	16.1%
UNIV OF NORTH TEXAS	636	97	15.3%	528	64	12.1%	566	64	11.3%
STEPHEN F AUSTIN STATE UNIV	662	81	12.2%	596	65	10.9%	554	59	10.6%
TEXAS SOUTHERN UNIV	96	6	6.3%	80	3	3.8%	112	7	6.3%
TEXAS TECH UNIV	476	89	18.7%	486	62	12.8%	492	70	14.2%
TEXAS WOMAN'S UNIV	645	35	5.4%	309	38	12.3%	322	41	12.7%
Independent Public Total	2,643	331	12.5%	2,123	250	11.8%	2,164	260	12.0%
REG II ESC	28	1	3.6%	18	0	0.0%	28	0	0.0%
REG III ESC	33	0	0.0%	28	0	0.0%	31	0	0.0%
REG IV ESC	276	5	1.8%	380	1	0.3%	292	2	0.7%

REG IX ESC	.	.	.	.	.	.	7	0	0.0%
REG VI ESC	45	2	4.4%	45	0	0.0%	43	0	0.0%
REG VII ESC	.	.	.	.	.	.	.	.	.
REG X ESC	96	1	1.0%	145	0	0.0%	120	0	0.0%
REG XI ESC	118	0	0.0%	191	1	0.5%	191	0	0.0%
REG XII ESC	90	1	1.1%	118	0	0.0%	142	1	0.7%
REG XIII ESC	200	2	1.0%	152	2	1.3%	152	2	1.3%
REG XIV ESC	22	1	4.5%	15	1	6.7%	21	0	0.0%
REG XIX ESC	13	0	0.0%	14	0	0.0%	25	0	0.0%
REG XV ESC	2	0	0.0%	.	.	.	.	.	.
REG XVIII ESC	63	1	1.6%	61	0	0.0%	76	0	0.0%
REG XX ESC	127	0	0.0%	183	0	0.0%	165	1	0.6%
Region Service Center Total	776	8	1.0%	924	4	0.4%	942	4	0.4%
DALLAS ISD	203	0	0.0%	256	0	0.0%	219	0	0.0%
FORT WORTH ISD	28	0	0.0%	33	0	0.0%	36	0	0.0%
HOUSTON ISD	536	17	3.2%	248	1	0.4%	269	0	0.0%
PASADENA ISD	42	0	0.0%	36	0	0.0%	36	0	0.0%
School District Total	809	17	2.1%	573	1	0.2%	560	0	0.0%
All Public Institution Total*									
	11,287	1,304	11.6%	11,215	1,130	10.1%	10,544	1,069	10.1%
All Private Institution Total									
	1,890	345	18.3%	1,929	313	16.2%	1,830	300	16.4%
STATE of TEXAS									
	14,739	1,679	11.4%	15,055	1,446	9.6%	14,222	1,373	9.7%

The employment snapshot is taken in October each academic year. Thus, only those employed at that time are included in the analysis. The totals for all institutions exceeds the state totals because some individuals attended more than one institution.

**Number and Percentage of Individuals Obtaining Initial Certification from 1998 Through 2000
and Never Teaching in a Texas Public School**

Organization Name	Class of 1998			Class of 1999			Class of 2000		
	Total # Cert	Never Taught		Total # Cert	Never Taught		Total # Cert	Never Taught	
		#	%		#	%		#	%
UNIV OF TEXAS AT ARLINGTON	298	30	10.1%	245	20	8.2%	82	10	12.2%
UNIV OF TEXAS-AUSTIN	456	80	17.5%	529	119	22.5%	387	64	16.5%
UNIV OF TEXAS-BROWNSVILLE	255	2	0.8%	239	2	0.8%	160	3	1.9%
UNIV OF TEXAS-DALLAS	117	22	18.8%	121	27	22.3%	85	9	10.6%
UNIV OF TEXAS-EL PASO	503	22	4.4%	549	35	6.4%	375	22	5.9%
UNIV OF TEXAS-PAN AMERICAN	603	13	2.2%	712	17	2.4%	486	6	1.2%
UNIV OF TEXAS-PERMIAN BASIN	108	3	2.8%	134	6	4.5%	104	6	5.8%
UNIV OF TEXAS-SAN ANTONIO	527	50	9.5%	552	53	9.6%	369	42	11.4%
UNIV OF TEXAS-TYLER	249	24	9.6%	263	21	8.0%	214	15	7.0%
Univ of Texas System Total	3,116	246	7.9%	3,344	300	9.0%	2,262	177	7.8%
TEXAS A & M UNIV-COMMERCE	399	19	4.8%	429	32	7.5%	321	18	5.6%
TEXAS A & M UNIV-TEXARKANA	83	19	22.9%	78	18	23.1%	61	17	27.9%
TEXAS A&M INTERNATIONAL UNIV	165	1	0.6%	193	1	0.5%	190	1	0.5%
TEXAS A&M UNIV -CORPUS CHRISTI	260	37	14.2%	311	41	13.2%	234	27	11.5%
TEXAS A&M UNIV	602	92	15.3%	683	94	13.8%	581	87	15.0%
PRAIRIE VIEW A&M UNIV	134	5	3.7%	153	5	3.3%	79	0	0.0%
TARLETON STATE UNIV	327	22	6.7%	354	22	6.2%	226	19	8.4%
WEST TEXAS A&M UNIV	283	29	10.2%	304	32	10.5%	197	18	9.1%
TEXAS A&M UNIV -KINGSVILLE	175	9	5.1%	185	9	4.9%	123	3	2.4%
Texas A&M System Total	2,428	233	9.6%	2,690	254	9.4%	2,012	190	9.4%
ANGELO STATE UNIV	251	28	11.2%	336	40	11.9%	148	22	14.9%

SCHREINER UNIV	13	1	7.7%	10	0	0.0%	11	2	18.2%
SOUTHERN METHODIST UNIV	52	10	19.2%	58	9	15.5%	42	10	23.8%
SOUTHWESTERN A/G UNIV	37	8	21.6%	46	9	19.6%	31	2	6.5%
SOUTHWESTERN UNIV	25	6	24.0%	27	5	18.5%	13	4	30.8%
ST EDWARD'S UNIV	36	4	11.1%	31	2	6.5%	32	7	21.9%
ST MARY'S UNIV	46	5	10.9%	53	10	18.9%	43	8	18.6%
S'WESTERN ADVENTIST COLLEGE	25	6	24.0%	12	4	33.3%	10	4	40.0%
TEXAS CHRISTIAN UNIV	115	34	29.6%	137	26	19.0%	113	17	15.0%
TEXAS COLLEGE	4	0	0.0%	.	.	.	1	0	0.0%
TEXAS LUTHERAN UNIV	31	3	9.7%	32	4	12.5%	17	1	5.9%
TEXAS WESLEYAN UNIV	61	4	6.6%	88	5	5.7%	48	4	8.3%
TRINITY UNIV	47	5	10.6%	41	11	26.8%	36	5	13.9%
UNIV OF CENTRAL TEXAS	3	0	0.0%	23	3	13.0%	4	3	75.0%
UNIV OF DALLAS	19	7	36.8%	26	11	42.3%	15	7	46.7%
UNIV OF MARY HARDIN-BAYLOR	136	10	7.4%	154	15	9.7%	111	12	10.8%
UNIV OF ST THOMAS	65	7	10.8%	25	4	16.0%	32	5	15.6%
UNIV OF THE INCARNATE WORD	25	3	12.0%	52	7	13.5%	32	1	3.1%
WAYLAND BAPTIST UNIV	69	17	24.6%	89	7	7.9%	50	7	14.0%
WILEY COLLEGE	3	0	0.0%	7	1	14.3%	8	0	0.0%
Private Institution Total	1,767	301	17.0%	2,065	349	16.9%	1,510	240	15.9%
MIDWESTERN STATE UNIV	108	13	12.0%	140	21	15.0%	105	16	15.2%
UNIV OF NORTH TEXAS	581	72	12.4%	541	76	14.0%	510	42	8.2%
STEPHEN F AUSTIN STATE UNIV	556	40	7.2%	612	53	8.7%	313	20	6.4%
TEXAS SOUTHERN UNIV	120	3	2.5%	143	2	1.4%	116	2	1.7%
TEXAS TECH UNIV	491	60	12.2%	555	102	18.4%	386	33	8.5%
TEXAS WOMAN'S UNIV	333	42	12.6%	319	32	10.0%	206	15	7.3%
Independent Public Total	2,189	230	10.5%	2,310	286	12.4%	1,636	128	7.8%
REG II ESC	22	0	0.0%	29	0	0.0%	21	0	0.0%
REG III ESC	40	0	0.0%	39	0	0.0%	39	1	2.6%

REG IV ESC	395	0	0.0%	351	3	0.9%	387	1	0.3%
REG IX ESC	11	0	0.0%	9	0	0.0%	15	0	0.0%
REG VI ESC	46	0	0.0%	53	1	1.9%	44	0	0.0%
REG VII ESC	.	.	.	.	.	.	.	.	.
REG X ESC	179	0	0.0%	187	0	0.0%	174	2	1.1%
REG XI ESC	247	2	0.8%	298	0	0.0%	302	0	0.0%
REG XII ESC	169	1	0.6%	152	2	1.3%	89	1	1.1%
REG XIII ESC	148	2	1.4%	126	1	0.8%	203	1	0.5%
REG XIV ESC	13	0	0.0%	5	0	0.0%	10	0	0.0%
REG XIX ESC	48	0	0.0%	65	0	0.0%	51	0	0.0%
REG XV ESC	.	.	.	.	.	.	.	.	.
REG XVIII ESC	81	0	0.0%	91	0	0.0%	96	1	1.0%
REG XX ESC	164	0	0.0%	184	0	0.0%	141	0	0.0%
Region Service Center Total	1,106	5	0.5%	1,170	4	0.3%	1,125	5	0.4%
DALLAS ISD	243	0	0.0%	229	0	0.0%	190	0	0.0%
FORT WORTH ISD	41	0	0.0%	44	0	0.0%	44	0	0.0%
HOUSTON ISD	158	0	0.0%	182	2	1.1%	200	0	0.0%
PASADENA ISD	45	0	0.0%	42	0	0.0%	53	0	0.0%
School District Total	487	0	0.0%	497	2	0.4%	487	0	0.0%
All Public Institution Total*	10,785	961	8.9%	11,595	1,115	9.6%	8,175	675	8.3%
All Private Institution Total	1,767	301	17.0%	2,065	349	16.9%	1,510	240	15.9%
STATE of TEXAS	14,600	1267	8.7%	15,743	1470	9.3%	11,737	922	7.9%

The employment snapshot is taken in October each academic year. Thus, only those employed at that time are included in the analysis. The totals for all institutions exceeds the state totals because some individuals attended more than one institution.

ExCET Passing Rates by Certification Route for All Tests Administered (2000)

Name of Test	Certification Route	# of Takers	Initial Passers		Additional Passers		Total Passers	
			#	%	#	%	#	%
Professional Development (Elementary)	University Based Initial	7,352	5,654	76.9%	770	45.3%	6,424	87.4%
Professional Development (Elementary)	Alternative	1,668	1,257	75.4%	168	40.9%	1,425	85.4%
Professional Development (Elementary)	Out-of-State	2,318	1,755	75.7%	206	36.6%	1,961	84.6%
Professional Development (Secondary)	University Based Initial	4,541	3,462	76.2%	372	34.5%	3,834	84.4%
Professional Development (Secondary)	Alternative	1,467	1,173	80.0%	101	34.4%	1,274	86.8%
Professional Development (Secondary)	Post-Baccalaureate	3	3	100.0%	0	na	3	100.0%
Professional Development (Secondary)	Out-of-State	1,672	1,158	69.3%	147	28.6%	1,305	78.1%
Elementary Comprehensive	University Based Initial	5,808	5,074	87.4%	221	30.1%	5,295	91.2%
Elementary Comprehensive	Alternative	559	497	88.9%	15	24.2%	512	91.6%
Elementary Comprehensive	Post-Baccalaureate	175	172	98.3%	0	0.0%	172	98.3%
Elementary Comprehensive	Out-of-State	1,867	1,604	85.9%	80	30.4%	1,684	90.2%
Elementary Comprehensive	Cert by Exam	825	650	78.8%	28	16.0%	678	82.2%
Elementary Comprehensive	University Additional	4	3	75.0%	0	0.0%	3	75.0%
Art (All-Level)	University Based Initial	94	84	89.4%	1	10.0%	85	90.4%
Art (All-Level)	Out-of-State	63	59	93.7%	2	50.0%	61	96.8%
Art (All-Level)	Cert by Exam	72	59	81.9%	1	7.7%	60	83.3%
Art (Secondary)	University Based Initial	41	40	97.6%	0	0.0%	40	97.6%
Art (Secondary)	Alternative	3	3	100.0%	0	na	3	100.0%
Art (Secondary)	Out-of-State	8	8	100.0%	0	na	8	100.0%
Art (Secondary)	Cert by Exam	29	26	89.7%	2	66.7%	28	96.6%
Music (All Level)	University Based Initial	306	287	93.8%	6	31.6%	293	95.8%
Music (All Level)	Alternative	1	1	100.0%	0	na	1	100.0%
Music (All Level)	Out-of-State	172	154	89.5%	9	50.0%	163	94.8%
Music (All Level)	Cert by Exam	37	23	62.2%	1	7.1%	24	64.9%
Music (All Level)	University Additional	1	1	100.0%	0	na	1	100.0%

Name of Test	Route	#Takers	#	%	#	%	#	%
Music (Secondary)	University Based Initial	48	43	89.6%	0	0.0%	43	89.6%
Music (Secondary)	Alternative	1	1	100.0%	0	na	1	100.0%
Music (Secondary)	Out-of-State	50	37	74.0%	2	15.4%	39	78.0%
Music (Secondary)	Cert by Exam	14	7	50.0%	0	0.0%	7	50.0%
Physical Education (All-Level)	University Based Initial	455	405	89.0%	13	26.0%	418	91.9%
Physical Education (All-Level)	Alternative	4	2	50.0%	1	50.0%	3	75.0%
Physical Education (All-Level)	Post-Baccalaureate	3	1	33.3%	0	0.0%	1	33.3%
Physical Education (All-Level)	Out-of-State	189	155	82.0%	6	17.6%	161	85.2%
Physical Education (All-Level)	Cert by Exam	252	228	90.5%	5	20.8%	233	92.5%
Physical Education (Secondary)	University Based Initial	454	381	83.9%	18	24.7%	399	87.9%
Physical Education (Secondary)	Alternative	10	5	50.0%	1	20.0%	6	60.0%
Physical Education (Secondary)	Post-Baccalaureate	2	0	0.0%	1	50.0%	1	50.0%
Physical Education (Secondary)	Out-of-State	86	53	61.6%	6	18.2%	59	68.6%
Physical Education (Secondary)	Cert by Exam	103	77	74.8%	5	19.2%	82	79.6%
Physical Education (Secondary)	University Additional	2	2	100.0%	0	na	2	100.0%
Generic Special Education	University Based Initial	668	573	85.8%	30	31.6%	603	90.3%
Generic Special Education	Alternative	1,102	937	85.0%	69	41.8%	1,005	91.2%
Generic Special Education	Post-Baccalaureate	29	25	86.2%	0	0.0%	25	86.2%
Generic Special Education	Out-of-State	377	308	81.7%	18	26.1%	326	86.5%
Generic Special Education	Cert by Exam	1,198	884	73.8%	53	16.9%	937	78.2%
Generic Special Education	University Additional	44	39	88.6%	1	20.0%	40	90.9%
English As A Second Language	University Based Initial	78	58	74.4%	3	15.0%	61	78.2%
English As A Second Language	Alternative	88	73	83.0%	7	46.7%	80	90.9%
English As A Second Language	Post-Baccalaureate	12	8	66.7%	1	25.0%	9	75.0%
English As A Second Language	Out-of-State	84	60	71.4%	3	12.5%	63	75.0%
English As A Second Language	Cert by Exam	3,020	2,199	72.8%	116	14.1%	2,315	76.7%
English As A Second Language	University Additional	19	18	94.7%	1	100.0%	19	100.0%
Early Childhood Education	University Based Initial	1,392	1,147	82.4%	86	35.1%	1,233	88.6%
Early Childhood Education	Alternative	418	317	75.8%	33	32.7%	350	83.7%
Early Childhood Education	Post-Baccalaureate	29	27	93.1%	1	50.0%	28	96.6%

Name of Test	Route	#Takers	#	%	#	%	#	%
Early Childhood Education	Out-of-State	432	350	81.0%	23	28.0%	373	86.3%
Early Childhood Education	Cert by Exam	872	645	74.0%	36	15.9%	681	78.1%
Early Childhood Education	University Additional	20	12	60.0%	2	25.0%	14	70.0%
English (Secondary)	University Based Initial	736	579	78.7%	52	33.1%	631	85.7%
English (Secondary)	Alternative	135	116	85.9%	2	10.5%	118	87.4%
English (Secondary)	Post-Baccalaureate	116	108	93.1%	1	12.5%	109	94.0%
English (Secondary)	Out-of-State	288	244	84.7%	13	29.5%	257	89.2%
English (Secondary)	Cert by Exam	290	197	67.9%	9	9.7%	206	71.0%
English (Secondary)	University Additional	1	1	100.0%	0	na	1	100.0%
Mathematics (Secondary)	University Based Initial	349	283	81.1%	27	40.9%	310	88.8%
Mathematics (Secondary)	Alternative	45	28	62.2%	6	35.3%	34	75.6%
Mathematics (Secondary)	Post-Baccalaureate	2	1	50.0%	0	0.0%	1	50.0%
Mathematics (Secondary)	Out-of-State	198	130	65.7%	20	29.4%	150	75.8%
Mathematics (Secondary)	Cert by Exam	350	108	30.9%	32	13.2%	140	40.0%
Mathematics (Secondary)	University Additional	1	1	100.0%	0	na	1	100.0%
Composite Science (Secondary)	University Based Initial	90	72	80.0%	5	27.8%	77	85.6%
Composite Science (Secondary)	Alternative	32	14	43.8%	2	11.1%	16	50.0%
Composite Science (Secondary)	Post-Baccalaureate	2	2	100.0%	0	na	2	100.0%
Composite Science (Secondary)	Out-of-State	92	59	64.1%	8	24.2%	67	72.8%
Composite Science (Secondary)	Cert by Exam	169	102	60.4%	8	11.9%	110	65.1%
Life/Earth Science (Secondary)	University Based Initial	32	27	84.4%	3	60.0%	30	93.8%
Life/Earth Science (Secondary)	Alternative	1	0	0.0%	0	0.0%	0	0.0%
Life/Earth Science (Secondary)	Out-of-State	11	8	72.7%	0	0.0%	8	72.7%
Life/Earth Science (Secondary)	Cert by Exam	60	36	60.0%	2	8.3%	38	63.3%
Life/Earth Science (Secondary)	University Additional	1	1	100.0%	0	na	1	100.0%
Chemistry (Secondary)	University Based Initial	35	30	85.7%	1	20.0%	31	88.6%
Chemistry (Secondary)	Alternative	4	1	25.0%	0	0.0%	1	25.0%
Chemistry (Secondary)	Post-Baccalaureate	1	0	0.0%	0	0.0%	0	0.0%
Chemistry (Secondary)	Out-of-State	16	12	75.0%	1	25.0%	13	81.3%
Chemistry (Secondary)	Cert by Exam	38	27	71.1%	1	9.1%	28	73.7%

Name of Test	Route	#Takers	#	%	#	%	#	%
Chemistry (Secondary)	University Additional	1	1	100.0%	0	na	1	100.0%
Earth Science (Secondary)	University Based Initial	20	18	90.0%	2	100.0%	20	100.0%
Earth Science (Secondary)	Alternative	1	1	100.0%	0	na	1	100.0%
Earth Science (Secondary)	Out-of-State	7	4	57.1%	1	33.3%	5	71.4%
Earth Science (Secondary)	Cert by Exam	20	14	70.0%	0	0.0%	14	70.0%
Physical Science (Secondary)	University Based Initial	7	6	85.7%	0	0.0%	6	85.7%
Physical Science (Secondary)	Alternative	3	3	100.0%	0	na	3	100.0%
Physical Science (Secondary)	Post-Baccalaureate	1	0	0.0%	1	100.0%	1	100.0%
Physical Science (Secondary)	Out-of-State	16	11	68.8%	0	0.0%	11	68.8%
Physical Science (Secondary)	Cert by Exam	101	63	62.4%	8	21.1%	71	70.3%
Biology (Secondary)	University Based Initial	213	173	81.2%	15	37.5%	188	88.3%
Biology (Secondary)	Alternative	28	22	78.6%	0	0.0%	22	78.6%
Biology (Secondary)	Post-Baccalaureate	4	1	25.0%	1	33.3%	2	50.0%
Biology (Secondary)	Out-of-State	73	52	71.2%	11	52.4%	63	86.3%
Biology (Secondary)	Cert by Exam	128	64	50.0%	11	17.2%	75	58.6%
Biology (Secondary)	University Additional	1	1	100.0%	0	na	1	100.0%
Composite Social Studies (Secondary)	University Based Initial	176	94	53.4%	23	28.0%	117	66.5%
Composite Social Studies (Secondary)	Alternative	13	7	53.8%	0	0.0%	7	53.8%
Composite Social Studies (Secondary)	Post-Baccalaureate	6	1	16.7%	1	20.0%	2	33.3%
Composite Social Studies (Secondary)	Out-of-State	215	117	54.4%	25	25.5%	142	66.0%
Composite Social Studies (Secondary)	Cert by Exam	438	233	53.2%	15	7.3%	248	56.6%
Composite Social Studies (Secondary)	University Additional	3	2	66.7%	0	0.0%	2	66.7%
Government (Secondary)	University Based Initial	65	49	75.4%	4	25.0%	53	81.5%
Government (Secondary)	Alternative	2	1	50.0%	0	0.0%	1	50.0%
Government (Secondary)	Post-Baccalaureate	3	1	33.3%	0	0.0%	1	33.3%
Government (Secondary)	Out-of-State	12	10	83.3%	0	0.0%	10	83.3%
Government (Secondary)	Cert by Exam	34	21	61.8%	2	15.4%	23	67.6%
Geography (Secondary)	University Based Initial	38	16	42.1%	2	9.1%	18	47.4%
Geography (Secondary)	Alternative	1	1	100.0%	0	na	1	100.0%
Geography (Secondary)	Out-of-State	24	6	25.0%	1	5.6%	7	29.2%

Name of Test	Route	#Takers	#	%	#	%	#	%
Geography (Secondary)	Cert by Exam	135	44	32.6%	6	6.6%	50	37.0%
Geography (Secondary)	University Additional	1	0	0.0%	0	0.0%	0	0.0%
Economics (Secondary)	University Based Initial	11	7	63.6%	1	25.0%	8	72.7%
Economics (Secondary)	Out-of-State	1	0	0.0%	0	0.0%	0	0.0%
Economics (Secondary)	Cert by Exam	27	12	44.4%	1	6.7%	13	48.1%
History (Secondary)	University Based Initial	335	232	69.3%	26	25.2%	258	77.0%
History (Secondary)	Alternative	11	10	90.9%	0	0.0%	10	90.9%
History (Secondary)	Post-Baccalaureate	6	1	16.7%	2	40.0%	3	50.0%
History (Secondary)	Out-of-State	102	61	59.8%	6	14.6%	67	65.7%
History (Secondary)	Cert by Exam	176	84	47.7%	7	7.6%	91	51.7%
History (Secondary)	University Additional	2	2	100.0%	0	na	2	100.0%
Health Education (Secondary)	University Based Initial	122	109	89.3%	6	46.2%	115	94.3%
Health Education (Secondary)	Alternative	1	1	100.0%	0	na	1	100.0%
Health Education (Secondary)	Out-of-State	88	68	77.3%	7	35.0%	75	85.2%
Health Education (Secondary)	Cert by Exam	267	217	81.3%	8	16.0%	225	84.3%
Industrial Technology (Secondary)	University Based Initial	11	7	63.6%	1	25.0%	8	72.7%
Industrial Technology (Secondary)	Alternative	1	1	100.0%	0	na	1	100.0%
Industrial Technology (Secondary)	Out-of-State	13	10	76.9%	0	0.0%	10	76.9%
Industrial Technology (Secondary)	Cert by Exam	57	35	61.4%	2	9.1%	37	64.9%
Vocational Home Economics (Secondary)	University Based Initial	29	24	82.8%	2	40.0%	26	89.7%
Vocational Home Economics (Secondary)	Out-of-State	33	30	90.9%	0	0.0%	30	90.9%
Vocational Home Economics (Secondary)	Cert by Exam	68	62	91.2%	0	0.0%	62	91.2%
Vocational Home Economics (Secondary)	University Additional	1	1	100.0%	0	na	1	100.0%
Vocational Agriculture: Production (Secondary)	University Based Initial	90	76	84.4%	6	42.9%	82	91.1%
Vocational Agriculture: Production (Secondary)	Out-of-State	8	8	100.0%	0	na	8	100.0%
Vocational Agriculture: Production (Secondary)	Cert by Exam	11	10	90.9%	0	0.0%	10	90.9%
Vocational Agriculture: Horticulture (Secondary)	University Based Initial	3	2	66.7%	0	0.0%	2	66.7%

Name of Test	Route	#Takers	#	%	#	%	#	%
Vocational Agriculture: Horticulture (Secondary)	Cert by Exam	8	4	50.0%	0	0.0%	4	50.0%
Physics (Secondary)	University Based Initial	8	5	62.5%	0	0.0%	5	62.5%
Physics (Secondary)	Out-of-State	9	8	88.9%	0	0.0%	8	88.9%
Physics (Secondary)	Cert by Exam	32	20	62.5%	4	33.3%	24	75.0%
Learning Resources	University Based Initial	15	12	80.0%	0	0.0%	12	80.0%
Learning Resources	Alternative	8	7	87.5%	0	0.0%	7	87.5%
Learning Resources	Post-Baccalaureate	2	2	100.0%	0	na	2	100.0%
Learning Resources	Out-of-State	24	22	91.7%	1	50.0%	23	95.8%
Learning Resources	Cert by Exam	392	252	64.3%	23	16.4%	275	70.2%
Learning Resources	University Additional	74	64	86.5%	0	0.0%	64	86.5%
Visually Handicapped	University Based Initial	5	5	100.0%	0	na	5	100.0%
Visually Handicapped	Alternative	3	3	100.0%	0	na	3	100.0%
Visually Handicapped	Post-Baccalaureate	2	2	100.0%	0	na	2	100.0%
Visually Handicapped	Out-of-State	5	4	80.0%	0	0.0%	4	80.0%
Visually Handicapped	Cert by Exam	15	13	86.7%	0	0.0%	13	86.7%
Visually Handicapped	University Additional	3	3	100.0%	0	na	3	100.0%
Severely And Profoundly Handicapped	Post-Baccalaureate	1	0	0.0%	0	0.0%	0	0.0%
Severely And Profoundly Handicapped	Out-of-State	4	4	100.0%	0	na	4	100.0%
Severely And Profoundly Handicapped	Cert by Exam	8	6	75.0%	0	0.0%	6	75.0%
Severely Emotionally Disturbed And Autistic	University Based Initial	2	2	100.0%	0	na	2	100.0%
Severely Emotionally Disturbed And Autistic	Out-of-State	2	2	100.0%	0	na	2	100.0%
Severely Emotionally Disturbed And Autistic	Cert by Exam	15	9	60.0%	1	16.7%	10	66.7%
Severely Emotionally Disturbed And Autistic	University Additional	3	3	100.0%	0	na	3	100.0%
Special Education - Hearing Impaired	University Based Initial	33	24	72.7%	2	22.2%	26	78.8%
Special Education - Hearing Impaired	Alternative	1	0	0.0%	0	0.0%	0	0.0%
Special Education - Hearing Impaired	Post-Baccalaureate	1	1	100.0%	0	na	1	100.0%
Special Education - Hearing Impaired	Out-of-State	23	14	60.9%	1	11.1%	15	65.2%

Name of Test	Route	#Takers	#	%	#	%	#	%
Special Education - Hearing Impaired	Cert by Exam	32	8	25.0%	0	0.0%	8	25.0%
Special Education - Hearing Impaired	University Additional	2	1	50.0%	0	0.0%	1	50.0%
Speech Communication (Secondary)	University Based Initial	75	59	78.7%	3	18.8%	62	82.7%
Speech Communication (Secondary)	Alternative	1	1	100.0%	0	na	1	100.0%
Speech Communication (Secondary)	Post-Baccalaureate	2	0	0.0%	1	50.0%	1	50.0%
Speech Communication (Secondary)	Out-of-State	24	19	79.2%	1	20.0%	20	83.3%
Speech Communication (Secondary)	Cert by Exam	198	169	85.4%	8	27.6%	177	89.4%
Speech Communication (Secondary)	University Additional	2	2	100.0%	0	na	2	100.0%
Theatre Arts (Secondary)	University Based Initial	60	57	95.0%	0	0.0%	57	95.0%
Theatre Arts (Secondary)	Alternative	15	14	93.3%	0	0.0%	14	93.3%
Theatre Arts (Secondary)	Post-Baccalaureate	11	9	81.8%	1	50.0%	10	90.9%
Theatre Arts (Secondary)	Out-of-State	19	13	68.4%	1	16.7%	14	73.7%
Theatre Arts (Secondary)	Cert by Exam	100	43	43.0%	7	12.3%	50	50.0%
Dance (Secondary)	University Based Initial	35	32	91.4%	0	0.0%	32	91.4%
Dance (Secondary)	Post-Baccalaureate	1	0	0.0%	1	100.0%	1	100.0%
Dance (Secondary)	Out-of-State	3	2	66.7%	0	0.0%	2	66.7%
Dance (Secondary)	Cert by Exam	24	17	70.8%	0	0.0%	17	70.8%
Reading (Secondary)	University Based Initial	26	8	30.8%	2	11.1%	10	38.5%
Reading (Secondary)	Alternative	12	9	75.0%	2	66.7%	11	91.7%
Reading (Secondary)	Out-of-State	15	11	73.3%	0	0.0%	11	73.3%
Reading (Secondary)	Cert by Exam	403	237	58.8%	20	12.0%	257	63.8%
Reading (Secondary)	University Additional	3	2	66.7%	0	0.0%	2	66.7%
Journalism (Secondary)	University Based Initial	22	9	40.9%	4	30.8%	13	59.1%
Journalism (Secondary)	Alternative	1	0	0.0%	0	0.0%	0	0.0%
Journalism (Secondary)	Out-of-State	10	5	50.0%	2	40.0%	7	70.0%
Journalism (Secondary)	Cert by Exam	47	29	61.7%	2	11.1%	31	66.0%
Spanish (Secondary)	University Based Initial	185	172	93.0%	2	15.4%	174	94.1%
Spanish (Secondary)	Alternative	4	4	100.0%	0	na	4	100.0%
Spanish (Secondary)	Post-Baccalaureate	2	0	0.0%	1	50.0%	1	50.0%
Spanish (Secondary)	Out-of-State	84	79	94.0%	1	20.0%	80	95.2%

Name of Test	Route	#Takers	#	%	#	%	#	%
Spanish (Secondary)	Cert by Exam	149	120	80.5%	3	10.3%	123	82.6%
Spanish (Secondary)	University Additional	1	1	100.0%	0	na	1	100.0%
French (Secondary)	University Based Initial	25	20	80.0%	1	20.0%	21	84.0%
French (Secondary)	Alternative	2	2	100.0%	0	na	2	100.0%
French (Secondary)	Post-Baccalaureate	1	1	100.0%	0	na	1	100.0%
French (Secondary)	Out-of-State	22	16	72.7%	2	33.3%	18	81.8%
French (Secondary)	Cert by Exam	16	13	81.3%	1	33.3%	14	87.5%
German (Secondary)	University Based Initial	6	4	66.7%	1	50.0%	5	83.3%
German (Secondary)	Alternative	2	2	100.0%	0	na	2	100.0%
German (Secondary)	Out-of-State	7	6	85.7%	1	100.0%	7	100.0%
German (Secondary)	Cert by Exam	11	7	63.6%	0	0.0%	7	63.6%
Latin (Secondary)	University Based Initial	6	4	66.7%	1	50.0%	5	83.3%
Latin (Secondary)	Out-of-State	3	2	66.7%	0	0.0%	2	66.7%
Latin (Secondary)	Cert by Exam	2	0	0.0%	0	0.0%	0	0.0%
Business Composite (Secondary)	University Based Initial	14	12	85.7%	0	0.0%	12	85.7%
Business Composite (Secondary)	Alternative	12	5	41.7%	1	14.3%	6	50.0%
Business Composite (Secondary)	Out-of-State	29	21	72.4%	3	37.5%	24	82.8%
Business Composite (Secondary)	Cert by Exam	67	54	80.6%	1	7.7%	55	82.1%
Basic Business (Secondary)	University Based Initial	29	22	75.9%	1	14.3%	23	79.3%
Basic Business (Secondary)	Alternative	4	1	25.0%	0	0.0%	1	25.0%
Basic Business (Secondary)	Post-Baccalaureate	1	1	100.0%	0	na	1	100.0%
Basic Business (Secondary)	Out-of-State	30	22	73.3%	1	12.5%	23	76.7%
Basic Business (Secondary)	Cert by Exam	88	72	81.8%	1	6.3%	73	83.0%
Business Administration (Secondary)	University Based Initial	30	22	73.3%	1	12.5%	23	76.7%
Business Administration (Secondary)	Alternative	3	2	66.7%	0	0.0%	2	66.7%
Business Administration (Secondary)	Post-Baccalaureate	1	1	100.0%	0	na	1	100.0%
Business Administration (Secondary)	Out-of-State	6	5	83.3%	0	0.0%	5	83.3%
Business Administration (Secondary)	Cert by Exam	16	13	81.3%	0	0.0%	13	81.3%
Secretarial Business (Secondary)	University Based Initial	7	5	71.4%	0	0.0%	5	71.4%
Secretarial Business (Secondary)	Out-of-State	1	1	100.0%	0	na	1	100.0%

Name of Test	Route	#Takers	#	%	#	%	#	%
Secretarial Business (Secondary)	Cert by Exam	14	8	57.1%	0	0.0%	8	57.1%
Marketing Education (Secondary)	Out-of-State	5	4	80.0%	0	0.0%	4	80.0%
Marketing Education (Secondary)	Cert by Exam	39	33	84.6%	0	0.0%	33	84.6%
Psychology (Secondary)	University Based Initial	34	23	67.6%	2	18.2%	25	73.5%
Psychology (Secondary)	Alternative	1	1	100.0%	0	na	1	100.0%
Psychology (Secondary)	Out-of-State	4	4	100.0%	0	na	4	100.0%
Psychology (Secondary)	Cert by Exam	32	25	78.1%	1	14.3%	26	81.3%
Sociology (Secondary)	University Based Initial	10	7	70.0%	0	0.0%	7	70.0%
Sociology (Secondary)	Out-of-State	7	6	85.7%	0	0.0%	6	85.7%
Sociology (Secondary)	Cert by Exam	13	11	84.6%	1	50.0%	12	92.3%
Reading Specialist	Post-Baccalaureate	15	14	93.3%	0	0.0%	14	93.3%
Reading Specialist	Out-of-State	19	12	63.2%	1	14.3%	13	68.4%
Reading Specialist	University Additional	208	173	83.2%	6	17.1%	179	86.1%
School Counselor	Alternative	3	2	66.7%	0	0.0%	2	66.7%
School Counselor	Post-Baccalaureate	3	3	100.0%	0	na	3	100.0%
School Counselor	Out-of-State	75	67	89.3%	3	37.5%	70	93.3%
School Counselor	University Additional	646	596	92.3%	14	28.0%	610	94.4%
Educational Diagnostician	Alternative	8	8	100.0%	0	na	8	100.0%
Educational Diagnostician	Post-Baccalaureate	2	1	50.0%	1	100.0%	2	100.0%
Educational Diagnostician	Out-of-State	4	2	50.0%	0	0.0%	2	50.0%
Educational Diagnostician	University Additional	268	180	67.2%	16	18.2%	196	73.1%
Supervisor	Out-of-State	10	9	90.0%	0	0.0%	9	90.0%
Supervisor	University Additional	86	79	91.9%	1	14.3%	80	93.0%
Superintendent	Out-of-State	20	11	55.0%	1	11.1%	12	60.0%
Superintendent	University Additional	159	123	77.4%	12	33.3%	135	84.9%
Middle School Science	Out-of-State	17	8	47.1%	0	0.0%	8	47.1%
Middle School Science	Cert by Exam	79	31	39.2%	0	0.0%	31	39.2%
Bilingual/Elementary Comprehensive	University Based Initial	556	448	80.6%	37	34.3%	485	87.2%
Bilingual/Elementary Comprehensive	Alternative	550	478	86.9%	16	22.2%	494	89.8%
Bilingual/Elementary Comprehensive	Post-Baccalaureate	11	11	100.0%	0	na	11	100.0%

Name of Test	Route	#Takers	#	%	#	%	#	%
Bilingual/Elementary Comprehensive	Out-of-State	60	40	66.7%	3	15.0%	43	71.7%
Bilingual/Elementary Comprehensive	Cert by Exam	114	84	73.7%	7	23.3%	91	79.8%
Bilingual Endorsement	University Based Initial	33	27	81.8%	1	16.7%	28	84.8%
Bilingual Endorsement	Alternative	7	6	85.7%	1	100.0%	7	100.0%
Bilingual Endorsement	Post-Baccalaureate	5	5	100.0%	0	na	5	100.0%
Bilingual Endorsement	Out-of-State	19	14	73.7%	0	0.0%	14	73.7%
Bilingual Endorsement	Cert by Exam	399	365	91.5%	9	26.5%	374	93.7%
Bilingual Endorsement	University Additional	8	7	87.5%	0	0.0%	7	87.5%
Principal (Mid-Management)	Alternative	86	75	87.2%	5	45.5%	80	93.0%
Principal (Mid-Management)	Post-Baccalaureate	3	3	100.0%	0	na	3	100.0%
Principal (Mid-Management)	Out-of-State	126	91	72.2%	2	5.7%	93	73.8%
Principal (Mid-Management)	University Additional	1,636	1,330	81.3%	85	27.8%	1,415	86.5%
American Sign Language	Out-of-State	1	1	100.0%	0	na	1	100.0%
American Sign Language	Cert by Exam	21	20	95.2%	0	0.0%	20	95.2%
Braille Test	University Based Initial	5	5	100.0%	0	na	5	100.0%
Braille Test	Alternative	3	3	100.0%	0	na	3	100.0%
Braille Test	Post-Baccalaureate	3	3	100.0%	0	na	3	100.0%
Braille Test	Out-of-State	3	2	66.7%	0	0.0%	2	66.7%
Braille Test	Cert by Exam	16	12	75.0%	1	25.0%	13	81.3%
Braille Test	University Additional	11	10	90.9%	0	0.0%	10	90.9%

**Cumulative Number of ExCET Test-Takers and Percentage of ExCET Test Passers
for Individuals Completing an Alternative Certification or Traditional Educator
Preparation Program (1995 through 2000)**

TEST NAME	Route	Number of:		Percent Passing
		Test-Takers	Total Passers	
Professional Development (Elem)	University Based Initial	44,698	40,023	89.5
	Alternative Cert Prog	8,973	8,109	90.4
	DIFFERENCE			-0.8
Professional Development (Sec)	University Based Initial	28,393	24,910	87.7
	Alternative Cert Prog	7,376	6,737	91.3
	DIFFERENCE			-3.6
Early Childhood Education	University Based Initial	9,554	8,308	87.0
	Alternative Cert Prog	3,754	3,018	80.4
	DIFFERENCE			6.6
Elem Comprehensive	University Based Initial	38,564	36,038	93.5
	Alternative Cert Prog	3,550	3,373	95.0
	DIFFERENCE			-1.6
English (Sec)	University Based Initial	6,339	5,526	87.2
	Alternative Cert Prog	630	563	89.4
	DIFFERENCE			-2.2
Reading (Sec)	University Based Initial	441	335	76.0
	Alternative Cert Prog	72	60	83.3
	DIFFERENCE			-7.4
Speech Communication (Sec)	University Based Initial	575	476	82.8
	Alternative Cert Prog	26	21	80.8
	DIFFERENCE			2.0
Journalism (Sec)	University Based Initial	243	148	60.9
	Alternative Cert Prog	24	15	62.5
	DIFFERENCE			-1.6
Mathematics (Sec)	University Based Initial	2,697	2,269	84.1
	Alternative Cert Prog	420	309	73.6
	DIFFERENCE			10.6

Cumulative numbers from 1995 through 2000. If the number of test-takers was less than 10, then the data was suppressed.

Composite Science (Sec)	University Based Initial	723	623	86.2
	Alternative Cert Prog	202	141	69.8
	DIFFERENCE			16.4
Chemistry (Sec)	University Based Initial	296	261	88.2
	Alternative Cert Prog	32	25	78.1
	DIFFERENCE			10.1
Physics (Sec)	University Based Initial	109	101	92.7
	Alternative Cert Prog	.	.	.
	DIFFERENCE			NA
Biology (Sec)	University Based Initial	1,909	1,654	86.6
	Alternative Cert Prog	191	161	84.3
	DIFFERENCE			2.3
Physical Science (Sec)	University Based Initial	152	123	80.9
	Alternative Cert Prog	21	21	100.0
	DIFFERENCE			-19.1
Life/Earth Science (Sec)	University Based Initial	364	324	89.0
	Alternative Cert Prog	22	17	77.3
	DIFFERENCE			11.7
Earth Science (Sec)	University Based Initial	222	191	86.0
	Alternative Cert Prog	.	.	.
	DIFFERENCE			NA
Composite Social Studies (Sec)	University Based Initial	1,481	1,112	75.1
	Alternative Cert Prog	94	64	68.1
	DIFFERENCE			7.0
Government (Sec)	University Based Initial	731	598	81.8
	Alternative Cert Prog	10	5	50.0
	DIFFERENCE			31.8
Geography (Sec)	University Based Initial	261	166	63.6
	Alternative Cert Prog	.	.	.
	DIFFERENCE			NA
Economics (Sec)	University Based Initial	96	68	70.8
	Alternative Cert Prog	.	.	.
	DIFFERENCE			NA

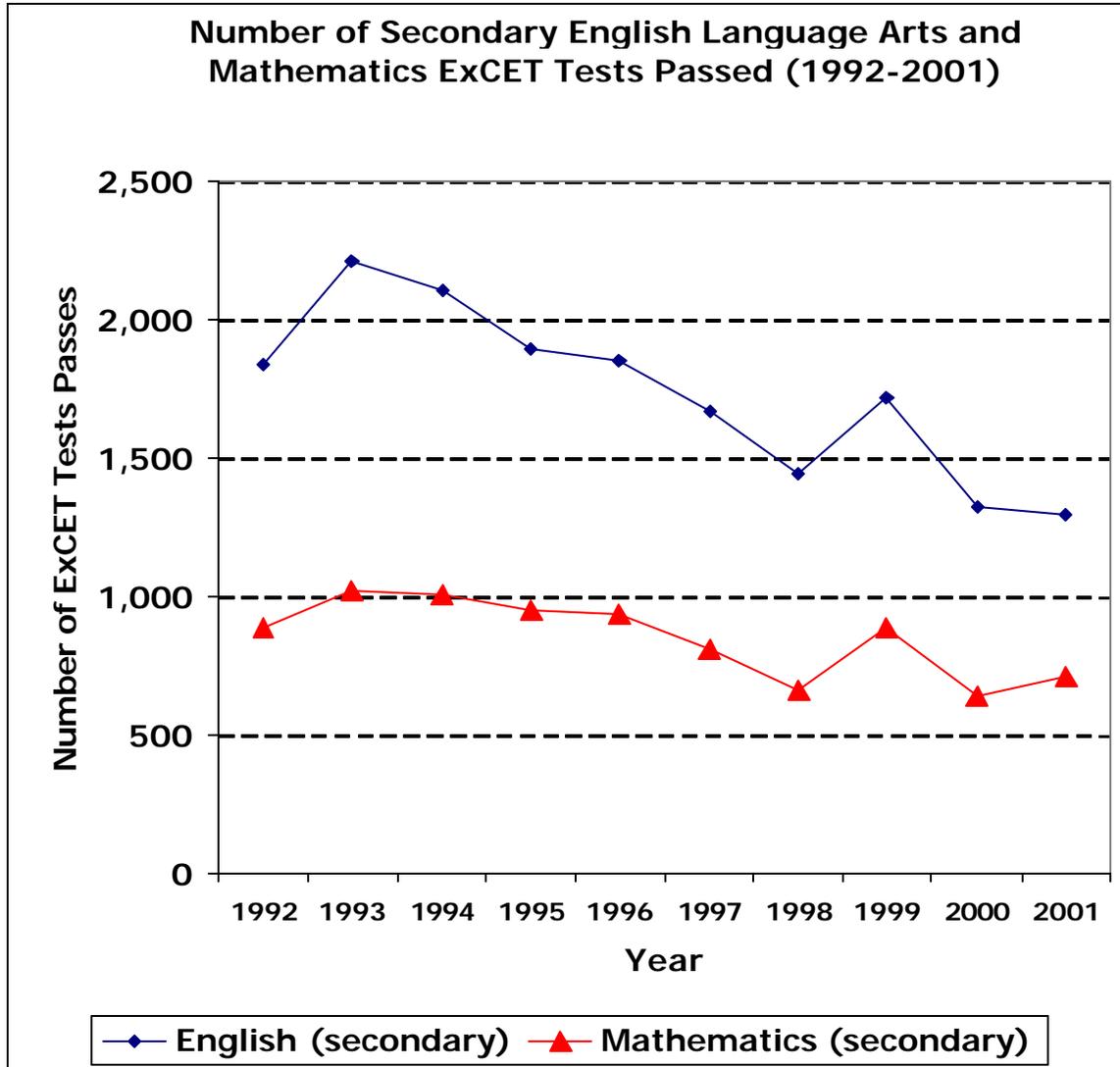
Cumulative numbers from 1995 through 2000. If the number of test-takers was less than 10, then the data was suppressed.

History (Sec)	University Based Initial	3,646	2,956	81.1
	Alternative Cert Prog	95	84	88.4
	DIFFERENCE			-7.3
Physical Education (All-Level)	University Based Initial	3,263	2,797	85.7
	Alternative Cert Prog	17	13	76.5
	DIFFERENCE			9.3
Physical Education (Sec)	University Based Initial	3,357	2,823	84.1
	Alternative Cert Prog	54	37	68.5
	DIFFERENCE			15.6
Health Education (Sec)	University Based Initial	1,163	1,112	95.6
	Alternative Cert Prog	16	13	81.3
	DIFFERENCE			14.4
Art (All-Level)	University Based Initial	788	746	94.7
	Alternative Cert Prog	.	.	.
	DIFFERENCE			NA
Art (Sec)	University Based Initial	328	312	95.1
	Alternative Cert Prog	38	35	92.1
	DIFFERENCE			3.0
Music (All Level)	University Based Initial	1,927	1,816	94.2
	Alternative Cert Prog	.	.	.
	DIFFERENCE			NA
Music (Sec)	University Based Initial	284	245	86.3
	Alternative Cert Prog	24	21	87.5
	DIFFERENCE			-1.2
Theatre Arts (Sec)	University Based Initial	430	368	85.6
	Alternative Cert Prog	57	50	87.7
	DIFFERENCE			-2.1
Dance (Sec)	University Based Initial	177	163	92.1
	Alternative Cert Prog	.	.	.
	DIFFERENCE			NA
Generic Special Education	University Based Initial	4,394	3,939	89.6
	Alternative Cert Prog	5,999	5,573	92.9
	DIFFERENCE			-3.3

Cumulative numbers from 1995 through 2000. If the number of test-takers was less than 10, then the data was suppressed.

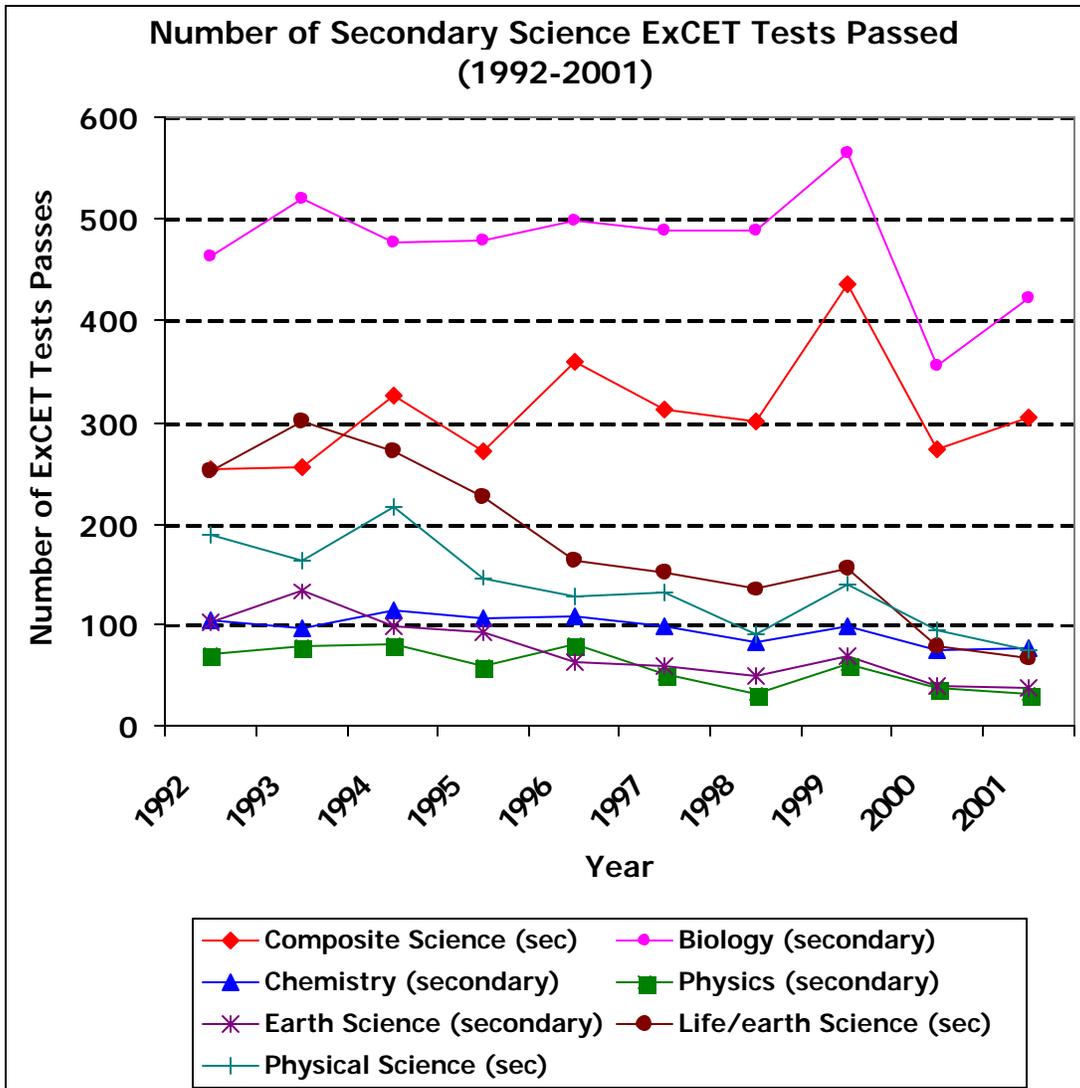
English As A Second Language	University Based Initial	730	563	77.1
	Alternative Cert Prog	908	806	88.8
	DIFFERENCE			-11.7
Spanish (Sec)	University Based Initial	1,400	1,262	90.1
	Alternative Cert Prog	69	65	94.2
	DIFFERENCE			-4.1
French (Sec)	University Based Initial	194	166	85.6
	Alternative Cert Prog	10	8	80.0
	DIFFERENCE			5.6
Computer Infor Systems (Sec)	University Based Initial	235	162	68.9
	Alternative Cert Prog	26	17	65.4
	DIFFERENCE			3.6
Bilingual/Elem Comprehensive	University Based Initial	3,013	2,555	84.8
	Alternative Cert Prog	2,346	2,132	90.9
	DIFFERENCE			-6.1
Bilingual Endorsement	University Based Initial	369	320	86.7
	Alternative Cert Prog	94	82	87.2
	DIFFERENCE			-0.5
Bilingual Education	University Based Initial	470	413	87.9
	Alternative Cert Prog	520	483	92.9
	DIFFERENCE			-5.0

Cumulative numbers from 1995 through 2000. If the number of test-takers was less than 10, then the data was suppressed.

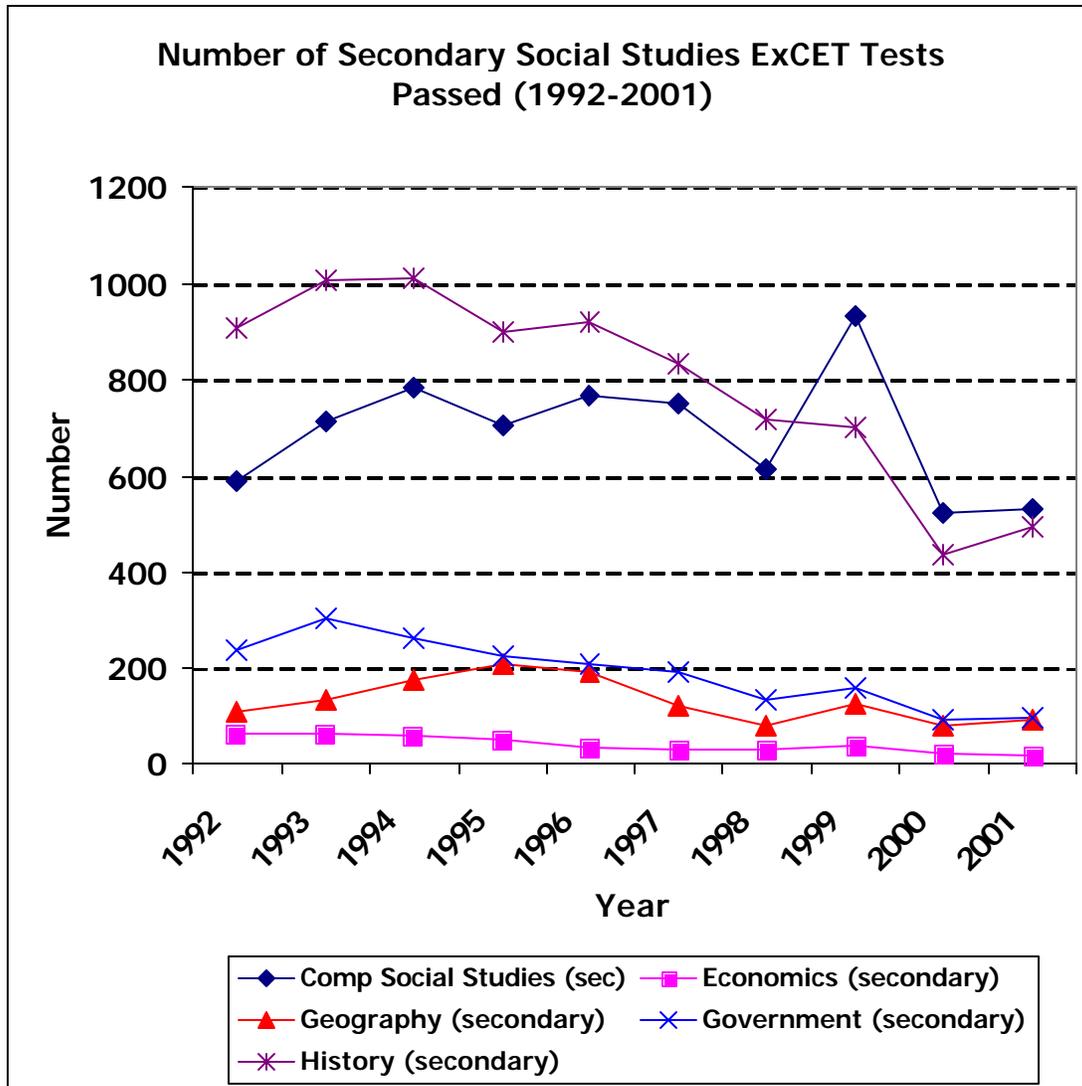


Secondary Subject	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
English	1,839	2,212	2,109	1,894	1,852	1,669	1,446	1,723	1,329	1,302
Mathematics	883	1,021	1,007	946	937	807	660	882	640	708

Estimated Shortage in Academic Year 2002		
Secondary Subject	# Tchrs Out-of-Field > 50% of Day	# Teachers on Permit
English	4,201	1,158
Mathematics	3,273	875

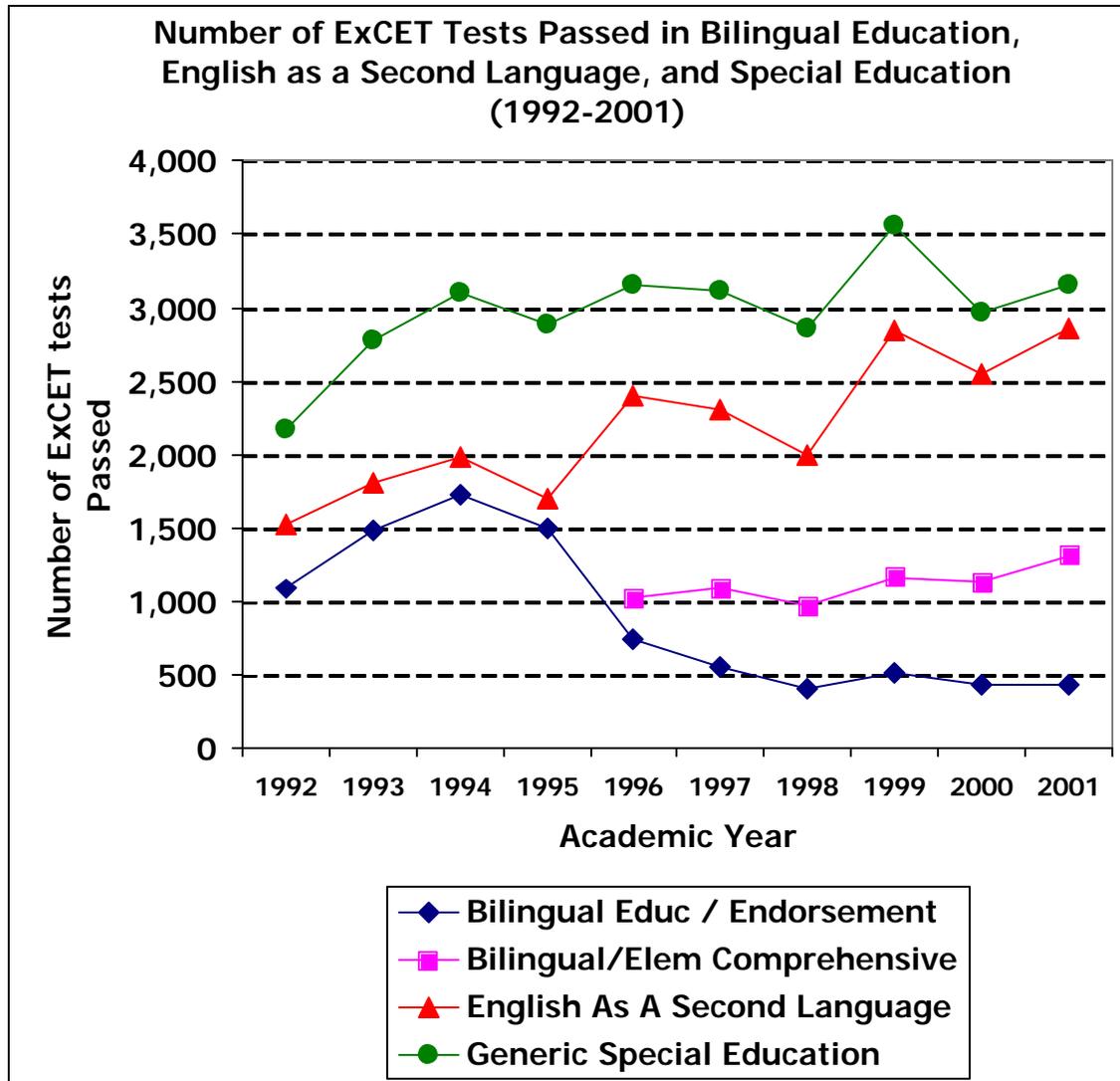


Secondary Subject	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Composite Science	255	256	327	272	359	313	301	436	274	304
Biology	464	519	476	478	499	489	489	565	356	422
Chemistry	103	95	114	105	108	98	82	97	75	76
Physics	70	79	81	59	80	51	31	60	38	32
Life / Earth Science	354	433	370	317	227	211	184	225	118	105
Physical Science	190	165	216	146	127	130	89	140	94	74
Estimated Shortage in Academic Year 2002										
Secondary Subject	# Tchrs Out-of-Field > 50% of Day					# Teachers on Permit				
General/Composite Science	4,110					374				
Biology	449					317				
Chemistry	289					96				
Physics	311					26				
Life / Earth Science	945					146				
Physical Science	774					56				



Secondary Subject	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Composite Social Studies	589	712	785	705	769	751	614	931	523	533
Economics	60	61	58	51	34	28	28	37	21	17
Geography	108	132	174	206	189	120	79	124	80	92
Government	234	303	259	222	206	189	132	158	89	96
History	906	1,006	1,011	897	919	831	717	700	439	495

Estimated Shortage in Academic Year 2002		
Secondary Subject	# Tchrs Out-of-Field > 50% of Day	# Teachers on Permit
Composite Social Studies	NA	254
Economics	125	9
Geography	887	62
Government	92	34
History	1,906	513



Subject Area	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Bilingual Educ / Endorsement	1,086	1,491	1,735	1,507	734	548	403	505	434	434
Bilingual/Elem Comprehensive	na	na	na	na	1,022	1,093	973	1,165	1,129	1,318
English As A Second Language	1,535	1,811	1,984	1,705	2,397	2,306	2,000	2,844	2,556	2,863
Generic Special Education	2,180	2,781	3,103	2,892	3,160	3,110	2,856	3,556	2,960	3,155

Estimated Shortage in Academic Year 2002

Secondary Subject	# Teacher FTEs Out-of-Field	# Teachers on Permit
Bilingual Educ / Endorsement	5,276	1,584
Bilingual/Elem Comprehensive		
English As A Second Language	2,181	1,023
Generic Special Education	3,596	1,351

The number of FTEs Out-of-Field and number of teachers on permit are collapsed for Bilingual Education: Endorsement and Bilingual: Elementary Comprehensive

